

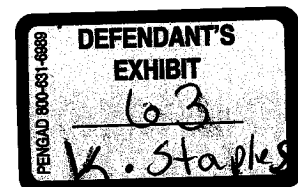
**TAB L**

**Exhibits to Deposition of Kimberly Staples taken November 13,  
2018**

TRANSCRIPT OF AUDIO RECORDING

Transcript of audio recorded meeting with Mr. Herschel Walker,  
Mr. Ron Eisenman and Mr. John Staples on December 27th, 2018.

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1           MR. WALKER: One of the things I want to talk about,  
2           John, more than anything is I spoke to Robert a couple of  
3           times, and I have agonized over this for a long time for the  
4           last couple of weeks is how we get ourselves back on track.  
5           Then I came to the point that if we could or if we ever  
6           could get back on track because I'm not sure just where we  
7           come in. I think now we have come to the point that I think  
8           it may be time for us to change. It may be time for us to  
9           part ways. I'm not sure if Renaissance Man is still what  
10          you like, which is sad to me because I thought we had such a  
11          great run. We had a great, great run. I think we had so  
12          much potential. I think with this broker thing and  
13          everything that has come up, and now I'm not sure if  
14          Renaissance Man is still the focus point that I think it  
15          should be. Now, I just think we have come to the point that  
16          it is time for Renaissance Man to keep going on, and we  
17          figure out a way we can still coexist and get things done.  
18          One of the things I thought about is -- you've done so many  
19          great things for Renaissance Man that I would love to do  
20          like a year's pay. Like a consultant year's pay for you so  
21          that you can focus on all that stuff Robert was talking  
22          about with you with the brokerage and -- I forgot some of  
23          the names. Bud Taylor, and I think the other guy, and you  
24          can put those things together that you-all were talking  
25          about doing, and you can come back to me then, but I think

1       it may be time to part because I think trust is so important  
2       and I think that is where -- you know, I keep hearing that  
3       word, and it is sad to me because you've done a lot of good  
4       things for Renaissance Man.

5           MR. STAPLES: Okay. I guess I need further -- I don't  
6       know what was said. Well, I don't know if, to be honest  
7       with you, Herschel, if what I say today matters to you. I  
8       would hope that it would. Robert doesn't speak for me.  
9       David Jackson doesn't speak for me. The last several months  
10      have been very stressful, and it seems to be, like we  
11      mentioned when Kim and I came here a couple of weeks ago --  
12      and a few weeks ago, there seems to be a lack of trust on  
13      us. I guess I could understand it, but it shouldn't-- we  
14      have never done anything distrustful. I have never taken a  
15      dime. We have never hidden anything from anyone. Others  
16      have been distrustful. I mean, we have had conversations,  
17      Ron. But then it really started, Herschel, when you started  
18      texting me about having the financial records from Hearty  
19      Bake (phonetic) and that they had been paying someone at  
20      DSM. I knew that never happened. I wish instead of texting  
21      back and forth we just could have -- that never happened.  
22      Whoever told you those things, they're lying. Blair, and of  
23      course that -- I made a mistake with DSM from day one by  
24      trusting others, and you've always been a good partner with  
25      me, Herschel. You have always been good to me. You know,

1 Robert talks to me every day, and some things I agree with  
2 and some things I don't. He gives me good advice. The  
3 bottom line Herschel is if I've asked for something you, for  
4 the most part, have gone along with it. It's when I started  
5 asking for things for other people that this got out of  
6 hand. The DSM thing, I think, Ron, you may have even said  
7 it. It's a cancer. I agree with that.

8 MR. EISENMAN: Well, it's a collection of things and  
9 Herschel wanted to handle this, but I think some of it is  
10 also I think you lost focus on Renaissance Man. It became  
11 very important for you to have a place for Kim and a place  
12 for Blair.

13 MR. STAPLES: I disagree with that wholeheartedly. I  
14 never lost focus of Renaissance Man.

15 MR. EISENMAN: But if the guy who owns the company --

16 MR. STAPLES: That never happened.

17 MR. EISENMAN: The guy that owns the company thinks  
18 that it became more important to -- and again, this is just  
19 one of the things, but to Herschel, it felt -- and if I am  
20 wrong, Herschel, tell me but -- felt that it became more  
21 about DSM and having something for Kim -- because it's not  
22 the money. I mean, I told you many times. Herschel has  
23 told you. We viewed the money that Kim made as being part  
24 of your salary --

25 MR. STAPLES: It should be. It should be.

1 MR. EISENMAN: But having Kim and Blair in the company  
2 became -- there was just a --

3 MR. STAPLES: It's Herschel's company. You know, it's  
4 disappointing. It's disappointing to me, Herschel, because  
5 I always felt like, first of all, the focus has always been  
6 on Renaissance Man. Something that concerns me is you do  
7 not have an advocate like me. I'd certainly be willing -- I  
8 came in here with a suggestion to take a different role.  
9 There is nothing in the works with Bud Taylor. There is  
10 nothing in the works with Robert, and I can look you in the  
11 eye man-to-man. There is nothing in the works. You know,  
12 Robert talks a lot about this could happen and that could  
13 happen. I would like this, Christopher. Okay, that's fine,  
14 but nothing is in the works. I don't even see that  
15 happening to be honest with you. To me, the best scenario  
16 is the one, the showing up at 2 o'clock unless they are not  
17 coming.

18 MR. WALKER: No, they're coming.

19 MR. STAPLES: I mean, it is your company. I never lost  
20 focus of Renaissance Man. That's been my focus. You know,  
21 I think that sometimes I get put in a position like the  
22 other day when David Jackson asked to speak to me and the  
23 truth always sets you free and I know what the truth is. I  
24 was going into Simmons for a (indiscernible). He's there.  
25 I thought maybe I could learn something to give you a

1 heads-up because you were meeting the next day. The fact of  
2 the matter is I learned nothing. I wanted to try to put  
3 Renaissance Man in a better position. I did not understand  
4 -- he is asking you all these questions about me, and they  
5 range from asking you about Kathy's Korner (phonetic)  
6 (indiscernible) to expense reports. I just never understood  
7 that. I've never stolen a dime on expense reports. Never  
8 would think about it. I guess what pains me is that I  
9 believe with a hundred percent certainty that I'm the best  
10 thing -- I'm not talking about you. It's your company, but  
11 I'm the best thing going for Renaissance Man, and I wanted  
12 to continue the track -- the role I take, the position I  
13 take, that is all irrelevant. I mean, I had a  
14 recommendation as to how to handle that.

15 MR. WALKER: You have and this is what I told -- I'm  
16 not sure I told. I said I have learned so much from John  
17 when we first started like with the brokers and how the  
18 brokers work and how you do the brokers, and I said when we  
19 got into the broker thing, everything that you were teaching  
20 me went away from what I thought we were supposed to be  
21 doing. That's why I said I'm not sure what was happening  
22 and maybe it put a lot of pressure on you to try to do both  
23 things. I can understand that. It put a lot of pressure on  
24 you to try to do DSM and Renaissance Man because then you  
25 are trying to make sure this one is done right and this over

1 here is done right, and it may have put a lot of pressure on  
2 you. That's where I may have saw and felt that Renaissance  
3 Man is losing its general manager now because the focus now  
4 is going somewhere else. That's not from David Jackson or  
5 Randy or any of these people, but it was just from what --  
6 and, you know, whenever we had meetings, I would say let's  
7 do this here, let's do this, and I think that's it. So that  
8 is the reason I say I wanted to give you time with, like,  
9 being a consultant to me in a sense. Then thinking clearly,  
10 just what you want to do. That's the reason I said not to  
11 let you lose yourself. Just be a consultant and figure out  
12 and see what you want to do because I said you've done --  
13 we've grown Renaissance Man. You have been a big part in  
14 growing Renaissance Man. I think Renaissance Man has so  
15 much potential out there, and that's why I'm like, guys, we  
16 almost have to strike when the iron is hot and it is hot  
17 right now because we have another bid coming up in another  
18 year. There is another bid coming up in another year. So  
19 that is what is so crazy about this whole thing.

20 MR. STAPLES: Yeah, I know you have been searching  
21 Herschel, and you know it is what it is. I can tell you  
22 with a hundred percent certainty my focus has never left  
23 Renaissance Man. We talked a lot, Ron, every meeting we  
24 had, and he said you have this stuff in your head but you  
25 don't share it with others. Well, you know, I think I have



1 shared it with others. It was very strategic what I do with  
2 Renaissance Man. So Herschel, it's like I keep trying and  
3 maybe I don't communicate as well, but you're exactly right,  
4 when I came on board with Renaissance Man, I saw no value in  
5 a program. I saw no value, and I got rid of all of them  
6 because they weren't doing anything, and part of that was  
7 because they were not being paid anything. So I get rid of  
8 all of them without even notifying Cisco. Kristy and Kathy  
9 found out about it because Seattle was complaining, and I  
10 sold her on it. She was in a position of authority. I  
11 said, look Kristin, I hired somebody here to do what the  
12 brokers are supposed to do, which that was not true. We  
13 already had Clint on board, but then when we got the award.  
14 It wasn't any preplanning on my part. I had no idea they  
15 were going to align us with a national broker. I said, I'm  
16 not sure I want that model. I'm not sure I want that. I'm  
17 not sure we need that. I had no idea it would become what  
18 it became, and in fairness to you, I came to you, and I  
19 said, look, I would like an opportunity (brief skip in  
20 audio) wanting to go out and learn just the best potential  
21 of anybody on your team. She really does. Kim never wanted  
22 the role that I put her in. She does not want that role.  
23 Kim wants to be creative. Kim could be very good at  
24 marketing.

25 Kim could be very good -- Kim looks good. She does

8

1 well with the books. She is paying bills. She is doing  
2 those things, but I too, Ron, felt like, collectively, Kim  
3 and I are receiving \$325,000 a year. That is what we are  
4 receiving collectively, and I think, collectively, we have  
5 more than earned that amount of compensation. I never asked  
6 for more, but I think, collectively, that's a hell of a  
7 deal. I do think that. But Kim's part of that is \$85,000,  
8 but the role that Kim plays, the role that Kim wants to  
9 play, it is not an \$85,000 role. Barbara Humphry, I found  
10 her. I said, you know, for a larger company, if we get to  
11 the point that somebody can develop her and somebody can --  
12 there is something there especially for a minority business  
13 enterprise. There is something there. But is she -- I  
14 don't know if I am making any sense.

15 I want to remain as a consultant. I don't need another  
16 year to decide what I want to do. What I want to do,  
17 Herschel, is -- I thought about this a lot coming up here.  
18 Several years ago, Herschel, you gave me the biggest  
19 compliment that I have received in business in my career.  
20 You said something to the effect of you trust me like a  
21 brother. At the end of the day that was a heck of a  
22 compliment coming from Herschel Walker and the amount of  
23 respect I have for you. I will own my mistakes, okay. I  
24 will own my mistakes. My mistake started because when I  
25 first asked you about DSM I said I would like an opportunity

1       for Kim. I would like an opportunity for Blair. You said  
2       fine. You didn't even tell me -- and I go and I find a  
3       retail broker Bit and Bill (phonetic), and I knew a little  
4       bit about, and then they got this Gary Brown thing who used  
5       to work for OK Foods, and he is now available because Brooks  
6       Food Group is out of business. So there's four of them and  
7       one for me. I remember when we would go to the meeting, and  
8       I did not want to be involved in it, Herschel, because I  
9       felt like they would be a conflict of interest. So we go to  
10      the meeting and there is five people sitting at the table,  
11      and they hand me the initial documents, and they said we  
12      would like 5 percent each, which would then leave you with 8  
13      percent. Four times five. It's 24 of them. I said,  
14      huh-uh. There is five of us. Everybody gets a 20 percent  
15      because 20 percent of something is better than a hundred  
16      percent of nothing, and there was nothing. From day one I  
17      said, guys, you have to grow this. It's got to be  
18      legitimate. It's got to be more than Renaissance Man.  
19      That's what I promised Herschel. That's what we owe it to,  
20      but I'm going to stay away from it. Of course, they did  
21      nothing. That all ended when Gary Brown dog-curses [sic] my  
22      daughter with my wife in the next office. He had done  
23      nothing. So I am like I got to get out of this. This is  
24      ridiculous.

25               Randy Sanders, he was my broker at Tyson. He had been

1       retired. He said his noncompete had ended. Hey, Randy, you  
2       want to take this? He took it. My mistake there. I own  
3       it. We weren't involved. We did not keep the books. We  
4       did not see how the money was being spent because again,  
5       Herschel, I thought it would be a conflict of interest. I  
6       don't want to look at it -- I don't want to be involved.  
7       Randy, you need to run this thing and Herschel. It's when I  
8       finally put the foot down with Randy, he quit. I put the  
9       foot down. I said this new award is for the process base.  
10      Your plan is not going to work. The intent of this was not  
11      to create a bunch of extra money for me or for you or for  
12      Ren. Man. You've got to hire more people. Randy says,  
13      huh-uh. I think Christopher can handle the new CatMan  
14      (phonetic) board. I would like Marvin (phonetic) and all  
15      these other people to do these other things. I'm telling  
16      you the facts, Herschel. Well, I'm not going to do that.  
17      Yes, you are. Yes, you are. Well, you don't own the  
18      company. I said, no, I don't, but Kim does. Well, she's  
19      not here. Okay, then she'll send you an email, which she  
20      did. It was the Friday before Labor Day weekend. The  
21      Monday after Labor Day she does not call or whatever. He  
22      sends me an email: I resign. Now, what he was resigning  
23      from was his salary, but he still felt he owned 40 percent  
24      of something. He owns 40 percent of nothing. Robert had  
25      talked to him in the past because Robert thought he could

1 trust him about purchasing his 40 percent to create  
2 something for Kristin. I said, Robert -- when this all came  
3 to light, I said, Robert, you are not purchasing anything  
4 from Randy Sanders (phonetic). Oh, I'll do it. I'll do it.  
5 I said, no, you're not. So then Randy Sanders gets mad at  
6 me. Sends a lawyer. I'm not a lawyer. He sends me this  
7 stuff like they're going to do this, that, and the other. I  
8 had no right. Okay, whatever. Then Randy Sanders gets mad.  
9 I'm not making excuses. Hell, I own this stuff. I made  
10 mistakes. It's been a cancer from day one. I appreciate  
11 that. But my focus has been Ren. Man, from day one. It's  
12 been stressful, Herschel, because I can't rely on anybody  
13 other than myself. That's the bottom line. You said that  
14 to me a number of times. I don't have a second-in-command.  
15 I never have had one. As much as I've tried to be  
16 optimistic and develop and to get that second-in-command, to  
17 get that somebody that I do not have to tell every single  
18 day -- I talk to our people every single day, and most days  
19 it's repetitive. It's the same daggum thing. So whether  
20 I'm a consultant, whether I'm -- I don't care what the title  
21 is. I think you do need -- and if it's Julie, whoever it  
22 is, somebody -- our people need, maybe, a little harder  
23 hand. I don't know if any of this is making any sense, but  
24 I don't need to think about what I want to do. I appreciate  
25 that opportunity. What I would like to do is what I am

1       doing. If that is in a different role, that's fine if you  
2       are wanting a divorce. I'm not wanting a divorce, but you  
3       know, it's your company.

4               MR. WALKER: Well, that's the reason I said do a  
5       consultant. You help us to determine just what direction we  
6       are going in, and maybe it could give us time to think about  
7       it and give you time to think about all this because I said  
8       -- and one of the things I think I told someone -- I said,  
9       guys, no matter what, Renaissance Man is still going. This  
10      is a company that is running, and we are waiting to hear  
11      from this person and waiting to hear from that person. I'm  
12      like, well, what are we doing with Renaissance Man. It's  
13      still running.

14             MR. STAPLES: I understand that, but the other thing,  
15      Herschel, is I don't take vacations. I haven't been waiting  
16      to hear from nobody.

17             MR. WALKER: All right.

18             MR. STAPLES: Now, I have people that they are still  
19      waiting today doing nothing.

20             MR. WALKER: Right.

21             MR. STAPLES: Okay, but Blair ain't one of them. She's  
22      working. I haven't been waiting on anybody to do anything.  
23      I can promise you that. I wake up every day thinking about  
24      Renaissance Man. I wake up every day, that is my soul and  
25      the idea -- I would still do this in a consulting role,

1       Herschel. I don't care what my title is.

2               MR. WALKER: Yes.

3               MR. STAPLES: I think I know what Renaissance Man  
4 needs. If you can forget about what I did, we are in a  
5 different place with respect to brokers. We are in a  
6 different place. If you would just trust me. We are in a  
7 different place than we were when we got the first CatMan  
8 award, which I never expected the brokerage to become what  
9 it's become. I never intended for the brokerage to be a  
10 profit center for me or for anybody else. If you look back  
11 at history, that's why I put the brakes on Randy Sanders.  
12 That's why, Ron, I mentioned it to you several times this  
13 year, there is too much brokerage coming in, and we need to  
14 make changes. We've done the things, Herschel, that I hoped  
15 we would do. The strategy for this year was to become a  
16 UniPro corporate-approved supplier. We are that. Remember  
17 Mark Hayes (phonetic)? That was one of their big things  
18 they were going to do for us, but they wanted more to help  
19 us do that. They didn't know enough about us. They weren't  
20 willing to make that call on our behalf. Well, we did that  
21 without them. We are a UniPro corporate-approved supplier.  
22 We are going to the UniPro conference in a few months.  
23 They've got members all across this country. We are a U.S.  
24 Foods corporate-approved supplier. One of the issues they  
25 have with us, one of the issues they said to us why they

1 weren't going to include us in the bid upcoming is that you  
2 do not have coverage. You do not have representation. So  
3 in other words, they are not buying into our model. They  
4 are not buying into the model, but we are a U.S. Foods  
5 corporate-approved supplier. We are a PFG  
6 corporate-approved supplier. They have members all across  
7 the country. What I've learned about that is getting slots,  
8 Herschel. Getting slots is not difficult. It's difficult  
9 for our people because I can assure you there has not been  
10 one negotiation whether it's PFG, Hale, whether it's PFG,  
11 Lester, whether it's PFG, Jackson, Mississippi. There is  
12 not one piece of new business that anybody other than me has  
13 negotiated, and you don't want nobody other than me  
14 negotiating it. They miss things. I look at every bill  
15 from a vendor. I look at every bill from Foodbuy. I look  
16 at every -- I have other people that is supposed to be doing  
17 that, and it is not because they are not hard workers. They  
18 miss things. It's a complicated business, but back to what  
19 the strategy was. We now should be selling our products  
20 across the country. Getting the products into distribution,  
21 that's not a big deal. Our issue from day one has been,  
22 what do you with it after they are in distribution. We  
23 don't have any assistance from PFG, Lester. We had a little  
24 bit with Christopher. We had a little bit with Barbara, but  
25 they do not know end users. They don't have anybody to pull



1 the product through. That's what a big broker does. That's  
2 what a big broker does. In other words, big broker, I could  
3 hand them all these lists we get now from Sysco and all  
4 these operators. Big broker -- you know, here you go big  
5 broker. You need to reach out to these operators. Oh, by  
6 the way, they are already calling all these operators. Oh,  
7 by the way -- because they are selling 15 other items. Oh,  
8 by the way, they are already there. They are already aware  
9 of them. So, now I take my chicken. If you believe what  
10 I'm saying, which I'm telling you whether it's right or  
11 wrong or indifferent, the idea for DSM is no different than  
12 what I was going to recommend today, if you want to take a  
13 few more -- the idea was, provide the support necessary for  
14 CatMan, which we've done that. I still say that we've done  
15 that, but now CatMan has evolved. You've got one more year.  
16 We have to grow it. We have to get a base of business with  
17 all these other distributors. You have to have that. It  
18 feels like I've been chasing -- I don't know what I've been  
19 chasing. It's just been this cloud for months, and to be  
20 honest with you, I didn't know where it was coming from  
21 because I know I had not done anything. The mistake I made,  
22 Kim is my rock, okay. Kim aggravates me sometimes when it  
23 comes to DSM. She won't let me look in the daggum books.  
24 She doesn't let me get involved. It frustrates the heck out  
25 of me. I can understand how it may frustrate Julie. I

1 understand that. So putting the two of them together, that  
2 did not work out. I love Kim and you love Julie. I think  
3 they're both fine women, okay. But putting the two of them  
4 together, that did not work out, and it caused me a bunch of  
5 crap. It caused me a bunch of stress. I mean, I don't  
6 know. It hasn't distracted me. My focus has remained on  
7 Renaissance Man. The issue has been, Herschel, and not  
8 against our people, but having a team to run the play.

9 MR. WALKER: I think that's one of the things, and I  
10 think I mentioned this a long time ago, and maybe I didn't  
11 ask the question right when I said, let's put the people  
12 where they are being (indiscernible), and I said let's keep  
13 everybody but let's go get people to do the fieldwork, but  
14 maybe we have our people to overlook them and teach them how  
15 to look at numbers or teach them how to work with the  
16 (indiscernible), and it is sort of like what I was saying  
17 wasn't being heard. I said, you taught me, and I remember  
18 when Bill (phonetic) and Jeryl (phonetic) when I wasn't  
19 there, you said, the reason you guys can't do this over here  
20 is you don't have bodies over there. You don't have bodies  
21 there, so you are not going to get that account. Well,  
22 that's what I was saying. I'm not going to get that account  
23 because I do not have people there or I said that list, and  
24 I was looking at it yesterday. All the customers we lost  
25 and the people, and it had all the numbers right there why

1 we lost, and I am, like, guys, why don't we call those  
2 people and just see what do we do because I always wondered  
3 we had lost almost 1,500 cases. I said, we never even  
4 called and said are we doing something wrong. What do we  
5 do. Why are we not here, and I think we lost to Purdue.  
6 That's why I was totally just lost. I said, John taught me  
7 that is what we are supposed to do. Have a buyer there.  
8 Have someone going to see that person. Right now, food  
9 shows are not what they used to be because they do not do  
10 food shows that much anymore. Everything is totally changed  
11 from what they used to do, but having people in the face of  
12 the people, I always thought was the way we used to do it.

13 MR. STAPLES: I think that's right.

14 MR. WALKER: So let me ask you something because, like  
15 I said, I thought about, and Ron said it too -- because like  
16 I said, you have done a lot for this company. I told you  
17 this is very difficult when I was thinking of this, and I  
18 told you I will fire my (indiscernible) because they are  
19 material. They are not food people. They don't know  
20 anything about food, but I said you are. You've been there.  
21 We have worked this here, and that's the reason I said, I'm  
22 not going to take any of your salary away. I am going to  
23 give you your salary and you be consultant and then you  
24 figure out -- like with DSM, we give up DSM. We have to  
25 turn DSM over. Like I said, we started DSM, but we keep

1 people -- almost what I am talking about -- where people are  
2 overlooking brokers. Like this company, they are coming  
3 today because I talked to them for a little bit, and I have  
4 talked to some other people for a little bit and stuff and  
5 trying to figure out who could do the selling. I told  
6 someone, I said, guys, for me getting a national brokerage  
7 may still not be a way for me because national program  
8 already has a food chain company. So they still are not  
9 going to look at Renaissance Man. They never looked at me  
10 before, but these little jokers here will look at me because  
11 they are a little hungrier and today --

12 MR. STAPLES: But Core (phonetic) might. Now, who is  
13 John Goodman (phonetic)?

14 MR. WALKER: John Goodman. Now, doesn't he have a  
15 chicken company?

16 MR. STAPLES: (Inaudible response)

17 MR. WALKER: See, that is somebody who may look at me,  
18 but see, this is what got me with Core because Robert said  
19 -- and this is Robert. I can tell you what Robert said.  
20 Robert said, John Goodman said come see me at the beginning  
21 of the year. I'm like, dude, I'm a business. I remember  
22 telling someone else you may be a big elephant there, but  
23 I'm the big elephant for me. So if you do not want me, I do  
24 not need you. That's what I'm saying. If you don't have  
25 time to see me --

1 MR. STAPLES: I feel that same way.

2 MR. WALKER: And that is what I'm saying. I'm trying  
3 to do business with you, and if you are just saying, put me  
4 over here, I don't need you either. That's why I said I'm  
5 going to people that want to go out and do it because  
6 sometimes people get fat and happy and they do not want to  
7 work. Well, I want people that's hungry. That's what I  
8 tell people. You have to be hungry, then you have to go out  
9 and do it. That's what I said I am looking for now. People  
10 that are hungry that want to go and do it. I talked to Gary  
11 Collins (phonetic) out in California. The funniest thing  
12 about Gary Collins is every time I've called somebody at  
13 Sysco about Gary Collins, if I mention Gary Collins, they  
14 go, oh, God. It's like what is he doing up there to make  
15 everybody mad. I don't know what he is doing up there, but  
16 then the homeboy went and brought, and I even mentioned it  
17 to you. I said, let's not get him pissed off. He brought a  
18 10 million --

19 MR. STAPLES: But understand, he's done that before and  
20 nothing ever came of it.

21 MR. WALKER: Now see, that's something I never knew. I  
22 have never known that.

23 MR. STAPLES: He's a nice guy, but he's done nothing.

24 MR. WALKER: But see, that's what I'm saying. I never  
25 knew it, but I just said if something comes of that and it

1 simply may not, but see, still, I'm not saying we keep Gary  
2 Collins because no one out there really likes Gary Collins.  
3 So I've been talking to people up there, but every time I  
4 mention CPR or whatever is his company, they go, oh, God.  
5 That's the first thing they say, oh, God, and I am like,  
6 what is he doing that pisses everybody off. Then my next  
7 thing was Gary Collins has Soel (phonetic). Soel is in  
8 direct competition to what I do. They are in direct  
9 competition of selling that -- my thing is I don't know what  
10 they pay Gary Collins. That's beside the point, but that's  
11 the reason I came to this decision. I'm like, guys,  
12 Renaissance Man has got to go. We can't stay where we have  
13 been at because we have to go. It has nothing to do with  
14 David Jackson. My meeting with David Jackson -- this is the  
15 honest truth, I'm going to tell you -- it came down to what  
16 does he want. He really did not want anything.

17 MR. EISENMAN: He didn't want anything.

18 MR. WALKER: He really did not want anything.

19 MR. EISENMAN: The same message that Gary Murphy had  
20 said.

21 MR. WALKER: What's weird about him. I've called him  
22 more, but I have called him since he is left here, and I  
23 have not talked to him yet. I've called David Jackson five  
24 times. He texted me back once and said that they were busy  
25 doing something --

1           MR. STAPLES: Do you see how that causes -- I can deal  
2 with the stress, but don't you see how -- I mean, he's  
3 talking to me like -- he's putting me in some situations  
4 that he wants this, this, this, and this done, and then he  
5 won't look you in the eye and tell you those things. That's  
6 kind of the gist of the deal. You know, well, how is this  
7 and how is that. I'm like, why are you asking me. This  
8 happens throughout the course of the year. The only thing I  
9 try to tell Gary Collins or David Jackson, you are putting  
10 your people -- because I get asked a lot of questions by  
11 Carmen Seal (phonetic) about the people. That's why you put  
12 your people in this position. Why don't you meet with your  
13 people. If you have these issues, why don't you direct them  
14 to Herschel face to face. That was that whole deal and I  
15 get it. I did not go in and blow up a meeting with David  
16 Jackson. Whether anybody wants to believe it or not, the  
17 truth of the matter is Herschel, as I'm walking out of his  
18 office on Monday -- first of all, I did not learn anything.  
19 So there was no earth-shattering news to get to you. I did  
20 not even learn what my options were with respect to the  
21 insurance other than (skip in audio).

22           MR. WALKER: -- start at the low end.

23           MR. STAPLES: If you wanted me to negotiate -- I don't  
24 know what you wanted me to do.

25           MR. WALKER: To be honest, I don't even know what I

1 want you to do. I think this is new for all of us right  
2 now. I think one of the things that --

3 MR. STAPLES: If you want me to do something for 15  
4 hours a week, what am I going to do the other 45 hours a  
5 week or whatever?

6 MR. WALKER: I think being a consultant, and what I was  
7 looking at 100 percent being a consultant, is right now, I'm  
8 not sure what I want you to do, but I know one of the things  
9 is when it comes to certain things, I may have to call you  
10 and ask you about something. How do you do this or who are  
11 you talking to here and what are you doing right here. To  
12 be honest, this is a new territory for me as well. It's a  
13 totally new territory for me, but I know that as much as you  
14 have done for Renaissance Man, I don't want to do that  
15 severance thing that somebody was telling me about. That's  
16 not even fair to do severance. I don't know how they told  
17 me that. I said I'm willing for it to be like this here  
18 because I said, I don't want to do a two months' severance  
19 and all of that. I want to do this, and if I need him for  
20 something, I know John will help me with it, and then at the  
21 turn of the year, we may go back and do another year.

22 It's a new order. We may even just do the business all  
23 over. This was a chance for me to feel, like I said, we can  
24 get back on page like we were before, and I thought, if you  
25 wanted to do something over there, do it. I'm all for you.



1 If you want something better, I want you to do it because  
2 that's what you do with a company. I don't want to hold  
3 anyone to a company. If you have something better, do that.  
4 I want you to do that.

5 MR. STAPLES: I feel like I've done a hell of a job  
6 this year.

7 MR. WALKER: You've done a great job every year.  
8 You've done a good job. I think this year has been a tough  
9 year. I think that DSM -- Gary Collins. Whatever that Gary  
10 guy's name is. Gary Brown and Randy Sanders and DSM, I  
11 think it tainted our relationship and what we were focusing  
12 on.

13 MR. STAPLES: It definitely did.

14 MR. WALKER: I think that tainted our relationship.

15 MR. STAPLES: Whatever that is. I don't know. If  
16 that's my decision, Herschel, then I own that. I do  
17 consider you to be a friend and a good man, and what you  
18 stand for and all that is legitimate. That's not made up.

19 MR. EISENMAN: And you have a lot of institutional  
20 knowledge. You're the one who knows everything about what's  
21 been going on. There is no one else in the company that  
22 knows --

23 MR. STAPLES: This year was a good year, and I was  
24 going to ask for a 5 percent. So it is not even halfway  
25 between my ask and your ask, but a 5 percent over what I

1 made this past year is two fifty-two. Would you consider  
2 that one-year deal to do my job and make it a hell of a year  
3 for you? You pay half of my --

4 MR. EISENMAN: In essence, the last was two forty plus  
5 half of the Cobra up to \$1,000.

6 MR. STAPLES: Right.

7 MR. EISENMAN: That's --

8 MR. STAPLES: What I am asking him for is 5 percent.  
9 This is taking Kim out. Last year, I made two forty. You  
10 paid all of my benefits. There's a 5-percent match on the  
11 Simmons benefit program that I'm losing on the 401(k). Do  
12 you want to put some more teeth in the deal? Will you  
13 consider that, Herschel?

14 MR. WALKER: 2018? What is this? 2018?

15 MR. STAPLES: 2018.

16 MR. WALKER: Wait. Two thousand who?

17 MR. EISENMAN: This is 2018. So, 2017.

18 MR. WALKER: So you're talking about during the  
19 consultant time. it would become a good year?

20 MR. STAPLES: I'm talking about I felt like we finished  
21 a good year.

22 MR. WALKER: Oh, this year.

23 MR. STAPLES: I feel like not knowing this was going  
24 on, I was going to ask -- I was ready to talk to you about  
25 DSM, but I was not ready to take that much of a hit. I'd

1       rather a two-year deal, but would you meet me between my  
2       asking of two seventy-five and two forty? Would you meet me  
3       at two fifty-two? That's 5 percent above what I earned in  
4       2017.

5               MR. EISENMAN: But when you throw in Cobra, you're  
6       probably going to be close to two fifty-two.

7               MR. STAPLES: Ron, I had my insurance pay for me  
8       wholeheartedly this year.

9               MR. EISENMAN: I understand.

10              MR. STAPLES: I have benefits. So if this is about me,  
11       I performed well in 2017.

12              MR. WALKER: Now, what are we going to close in at the  
13       end of the year?

14              MR. STAPLES: About 2.75 million in profit is my  
15       estimation.

16              MR. WALKER: Well, not profit. See, I think, that may  
17       have slurred a lot of the things is profit. It's pounds.  
18       What are we closing in at pounds this year?

19              MR. STAPLES: Pounds are --

20              MR. WALKER: And CatMan is closing in at what? 14  
21       million pounds?

22              MR. STAPLES: In 11 months, the pounds are 17.3  
23       million.

24              MR. WALKER: That's overall?

25              MR. STAPLES: That's a total.

1 MR. WALKER: What is the CatMan?

2 MR. STAPLES: CatMan is going to be around 14 in total.  
3 So at the end of the year, you are going to be around 19 and  
4 a half. Depending on what December is. CatMan is going to  
5 be 14 of that. If you want to put a few more teeth in it  
6 and if you would consider that, Herschel, I would appreciate  
7 it.

8 MR. WALKER: Two fifty?

9 MR. STAPLES: Two fifty-two. That's a 5-percent  
10 increase over two, four.

11 MR. WALKER: And you paid the whole Cobra?

12 MR. STAPLES: Well, that takes away -- right now, I'm  
13 not paying anything for Cobra. I'm not paying anything. I  
14 guess what I'm asking for -- I don't feel like I should take  
15 a haircut. I don't feel like I should --

16 MR. EISENMAN: At the end of the day, we don't even  
17 know how much the work is going to require, if it's going to  
18 be a full-time basis or part-time basis. We have no way of  
19 saying. Maybe almost full-time at the beginning and then  
20 dwindle down. We don't know. We don't know. I know you  
21 want a lot down, but Herschel doesn't know what is going to  
22 be involved.

23 MR. WALKER: What it entails. What are you entailing  
24 to do?

25 MR. STAPLES: I will do whatever.

1 MR. EISENMAN: If you get another job, I mean, then  
2 Herschel is paying you --

3 MR. STAPLES: What other type of job am I getting?

4 MR. EISENMAN: I have no idea. I have no idea.

5 MR. WALKER: That's a football contract you just wrote  
6 up.

7 MR. STAPLES: How about this, Herschel, how about I ask  
8 for two seventy-five. You came back with two forty and half  
9 of Cobra. Why don't you meet me halfway and that's all in.  
10 I pay for Cobra.

11 MR. STAPLES: At two fifty?

12 MR. STAPLES: Whatever halfway between -- that would be  
13 two fifty-seven five. I'm all in.

14 MR. WALKER: Two fifty-seven five?

15 MR. EISENMAN: Well, we started at two and now we are  
16 at two seventy-five. So two forty --

17 MR. STAPLES: You were willing to pay me a thousand  
18 dollars plus two forty. That is two fifty-two. I'm asking  
19 for another three, four, five hundred dollars.

20 MR. EISENMAN: We started at two. You had two  
21 seventy-five. So half of that would be two thirty-seven.  
22 We've already gone above that because it is two forty plus  
23 --

24 MR. STAPLES: Ron, I started at what I was earning.  
25 I'm earning two forty. That's what I'm earning. You don't

1 want to add the two together. That's what I'm earning. If  
2 you want to throw the Cobra thing out, that's two fifty-two  
3 up to a thousand dollars, right? Would you agree with that?  
4 How about two fifty-five, and we're all in, and I have no  
5 idea what Cobra costs. What insurance costs. We don't have  
6 any other insurance, but if you are willing to go two  
7 fifty-five all in --

8 MR. WALKER: I will tell you what, be a consultant and  
9 whatever we need you to do, and we will do it -- I don't  
10 know how we will pay it, but you can't say anything bad  
11 about Renaissance Man.

12 MR. STAPLES: I'm not going to say anything bad about  
13 it.

14 MR. WALKER: Help us within whatever we are going to  
15 ask. I will go for two fifty-five, Ron. What do you think?  
16 We will go with two fifty-five, and he is going to help us  
17 with whatever we are going to need for the year. So it will  
18 be -- what is the date? December 27th until December 2018  
19 -- December 27th, 2018. I don't know what that entails, and  
20 I have not even thought about this here. I have not even  
21 put that in my head yet about all of what it is going to  
22 entail.

23 MR. EISENMAN: He's probably already getting paid from  
24 Simmons. I don't know how they would work that so I don't  
25 know if you are willing to --

1 MR. STAPLES: They pay you after you earn the money.  
2 So you tell them my last day is January 31st and then --

3 MR. WALKER: And then we will give you the two  
4 fifty-five at the end --

5 MR. EISENMAN: There will probably be 1/2 until 12/31,  
6 I would think.

7 MR. WALKER: 1/1 until 12/31. That's fine. However  
8 you want to do the date.

9 MR. EISENMAN: Or we can do 12/27 until 12/27.

10 MR. WALKER: That's fine. However you want to do it.  
11 How will you pay? Bi-weekly? How will you pay that? How  
12 does he get paid?

13 MR. EISENMAN: This would come from Renaissance Man.  
14 So it would be monthly.

15 MR. WALKER: Monthly.

16 MR. EISENMAN: It would be a monthly thing. So you  
17 would get a check from Simmons for December and then the end  
18 of January --

19 MR. WALKER: Why can't you do it like we do, two week?  
20 You get paid every two weeks, don't you? Why can't we do it  
21 like that? I'm asking you. I don't know.

22 MR. EISENMAN: You can do whatever you want.

23 MR. STAPLES: I currently get paid every two weeks --  
24 no, I get paid every week.

25 MR. EISENMAN: Through Simmons.

1 MR. WALKER: You can do every two weeks, quarterly, or  
2 every month or however.

3 MR. EISENMAN: You can't do quarterly.

4 MR. WALKER: Okay. We can't do quarterly, okay.  
5 However you would like to get paid. Every two weeks?

6 MR. STAPLES: I would like to ask my accountant because  
7 I don't know what the answer to that is.

8 MR. WALKER: You might want to talk to us about that.

9 MR. EISENMAN: If we do every week, that becomes very  
10 burdensome. You probably want to do, like I get it, the  
11 15th and the 30th or something.

12 MR. STAPLES: Typically, you do it after the work. So  
13 it's either every two weeks or every month. I made one at  
14 the end of every month. They'll get it to me by the end of  
15 the month, if that's okay?

16 MR. WALKER: We can do that.

17 MR. STAPLES: So, Blair keeps her role.

18 MR. WALKER: Now, one of the things --

19 MR. STAPLES: She has to perform. I understand that,  
20 but if she's not performing then this --

21 MR. WALKER: And you can sign DSM over to Julie?

22 MR. EISENMAN: You're going to have brokers on there.  
23 It's just going to be the name on the Sysco because Julie  
24 will own. It's just the Sysco brokers. I assume most of  
25 the money is going to go to the brokers.



1 MR. WALKER: The broker. The brokerage account.

2 MR. EISENMAN: Right.

3 MR. WALKER: And we pay the employees.

4 MR. EISENMAN: Instead of telling Sysco and Simmons  
5 that they get five different brokers. There is one broker  
6 which I'm assuming isn't anything other than DSM. I assume  
7 you're going to want John's participation in that.

8 MR. WALKER: Yes. You know, I was talking about  
9 setting that up. We need to talk about that. So what about  
10 that? What did we just agree on? Two fifty-two?

11 MR. STAPLES: Two fifty-five. Two fifty-five. All in.

12 MR. WALKER: All in. Two fifty-five. All right. All  
13 in two fifty-five.

14 John, this is hard. This has been so hard because you  
15 know this business way better than I do and stuff and that's  
16 what's so difficult for me.

17 MR. STAPLES: I mean, I understand what you're saying,  
18 but it does not have to be difficult. We can move forward,  
19 and we can get back to -- it has been a stressful year. I  
20 made some mistakes.

21 MR. WALKER: Yeah, I made a bunch.

22 MR. STAPLES: I suspect if we have success this year,  
23 you will want me next year, and quite frankly, part of the  
24 relief for me is that everybody on both payrolls is either a  
25 friend of mine or family. They have kind of grown

1       accustomed -- they need new leadership. When I sent you the  
2       strengths and weaknesses of everybody, I mean, I do not have  
3       the patience to train. I need you to see for yourself what  
4       everybody's strengths and weaknesses are. I certainly, once  
5       we get beyond that, have some ideas as to what I would do.

6           MR. WALKER: And that is one of the things because like  
7       I said, I am thinking about hiring a business guy that is  
8       going to do that. That can overlook everybody and see what  
9       they are wanting to do, but I do not want to give them jobs  
10      that they are not accustomed to doing. That's why I say  
11      what are their strengths and weaknesses and put them where  
12      they can succeed at. That is where I want to put them, is  
13      where they can succeed.

14          MR. STAPLES: Part of the problem is that they are  
15      accustomed to working for big corporations and it's hard,  
16      and for me, it took me a couple of years to realize that I'm  
17      not working for a big corporation. With big corporations,  
18      there is always somebody to do the little things. You don't  
19      have to worry about the little things. In this company,  
20      just like I tell Blaine, and I am repetitive, you know, if  
21      you are not looking at it, it's not being looked at. If  
22      you're not auditing the billback, they are going to be  
23      inspecting, and part of my frustration is I find mistakes  
24      month after month after month, and it's obvious that people  
25      aren't --

1 MR. WALKER: As concerned.

2 MR. STAPLES: Well, I don't know if they're not  
3 concerned. It's just that in Clint's case I don't know that  
4 after all this year -- I mean, Clint is an HR guy. Clint is  
5 a Clients HR guy. He's a great relationship. Everybody  
6 likes him. He's good to have out in front. You know,  
7 customers like him, but in terms of analyzing the billbacks,  
8 that is not Clint.

9 MR. WALKER: Right.

10 MR. STAPLES: Blaine should be able to -- Blaine  
11 understands the industry to a certain extent. He is not a  
12 numbers guy. He does not understand how to make money. He  
13 doesn't understand all the different hands in the pot.  
14 Blaine is good with products. He is good at understanding  
15 especially pork. He spent a lot of time in the pork  
16 business, but Blaine needs daily motivation. Blaine does  
17 not want to travel. When he does travel, he likes to travel  
18 the morning of and fly home the night of. You know, his  
19 wife has health issues. Blaine has health issues. I  
20 understand that, but to your point -- you know, I've been  
21 struggling with that for two years, that Blaine is not, in  
22 fairness to you, you need a go-getter as your  
23 (indiscernible). You need somebody that's willing to and  
24 able to travel all week if necessary. You need somebody  
25 looking for different avenues. I have always felt like my

1 job was to set it up, which I've set up a number of things  
2 for a number of people whether it's because they are not  
3 motivated to do it or they do not know how to do it. We  
4 haven't hit a lot of -- we don't have a lot of hits unless I  
5 hit. I don't mean that -- it's like it's hard for me to  
6 talk about people, but I think we have good people. I think  
7 I just sent an email to you, Herschel. We all have good  
8 character. We all have good people. They are all good  
9 people.

10 MR. WALKER: Right.

11 MR. STAPLES: But for various reasons, you do not have  
12 a lot to show for it other than what I've negotiated. Can  
13 somebody else manage them better, lead them better? I don't  
14 know. I guess we will see.

15 MR. WALKER: Who would be the most difficult person to  
16 manage, you feel?

17 MR. STAPLES: It will probably be Blaine because he so  
18 set in his ways. Blaine is a lot like Peyton (phonetic) in  
19 that they both know the industry a lot. They know the  
20 industry a lot. They know people and people like them. The  
21 difference between Blaine and Peyton is, Peyton is willing  
22 to drive every day of the week. He likes traveling. He  
23 doesn't have children. He's able to get out and hobnob and  
24 do all of that. Blaine is not that way. He does not like  
25 to hobnob. He's not as good with the customers, but Blaine

1 understands the industry, but it's been difficult to  
2 motivate Blaine to go out and create something.

3 Herschel, I believe I was told a long time ago, you  
4 make yourself indispensable, and I appreciate that we have a  
5 friendship-thing of that nature, but I also think I've made  
6 myself somewhat indispensable. I think Ren Man needs me in  
7 some role moving forward. Regardless of who you have at Ren  
8 Man. I don't know if anybody else has made themselves  
9 indispensable.

10 Christopher is hard to manage. I like Christopher. He  
11 is responsive. I have not been able to train Christopher,  
12 but it's like the sales meeting we had in Florida that year,  
13 Christopher was late every day. It's not that I did not  
14 speak to him. I spoke to him every night. Chris, you can't  
15 be late tomorrow. The next day he was late. He skipped the  
16 first dinner. I didn't think he was asleep anymore. I woke  
17 him up. Christopher, it's a team event. You need to be  
18 here. So he came late. I will be glad to share that with  
19 about any of our people. You definitely need -- Blaine is  
20 comfortable. He doesn't like managing others. He doesn't  
21 like having difficult conversations with others. Okay,  
22 well, in that role you have to have difficult conversations.  
23 I appreciate the fact that, you know, you said this is  
24 difficult for you. Whatever this is. It's a different  
25 arrangement, and I appreciate the opportunity. I think we

1 can make this work. I suspect if we have a successful year  
2 we will make something work next year.

3 MR. EISENMAN: It also depends on -- we have no way of  
4 knowing what's going to happen with Robert or if someone  
5 else is going to approach you, and you will want to deal  
6 with them. We just have no way of knowing. We have no way  
7 of knowing that this could start, and you could be working  
8 essentially full time at the start. I guess I'll have to  
9 pick some kind of something to put in as guidelines for  
10 hours, but that doesn't mean that --

11 MR. WALKER: No, you don't because then we have John  
12 Chico (phonetic) right now.

13 MR. STAPLES: I don't care how you do it. It's still a  
14 trusting thing.

15 MR. WALKER: No, it is.

16 MR. STAPLES: You have to trust me, guys. It's a  
17 different arrangement, but if I look you in the eye and say,  
18 you know, I'm committed, and the other side of that is, if  
19 I'm not, then you have me for a year, and I'm not real  
20 smart, but it is not in my DNA that if we have an  
21 arrangement, even if I have something else, it's not in my  
22 DNA not to give you what you need.

23 MR. EISENMAN: So, basically, it's a one-year, two  
24 fifty-five all in. We will have the usual nondisparagement.  
25 No "this is your exclusive protein." Kim will turn over DSM

1 to Julie.

2 MR. STAPLES: You have to put some teeth in the  
3 protein, in that, if it's not something that you currently  
4 carry, I would like there to be some kind of consideration.  
5 We can talk about that, if somebody is selling entrée  
6 noodles, ground beef or something I don't know. I don't  
7 even know who that would be.

8 MR. EISENMAN: So you can't sell any or no product that  
9 competes with Renaissance Man. No creating anything from  
10 DSM or Renaissance Man. Kim and Julie will settle out 2017  
11 on DSM. Whatever the final profit is, they'll split per the  
12 agreement, and again, Kim will not work for DSM after that.  
13 Blair will continue but obviously has to do the work with  
14 full commitment. Whoever is running DSM has to -- if she  
15 does her job fine. No reason to make a change.

16 MR. WALKER: But DSM wants to send Gary Collins that  
17 30-day thing. It is a Gary Collins?

18 MR. EISENMAN: Gary Collins is in California.

19 MR. WALKER: CPR. So, I want to send in his  
20 (indiscernible). So we will figure out when we want to do  
21 that. But DSM has sent -- I don't send it through.

22 MR. EISENMAN: Gary Collins deals with the DSM, I  
23 assume, or is it Renaissance Man?

24 MR. STAPLES: No, it's with DSM. I mean, I would  
25 recommend to Julie that she send him his 30-day termination

1 notification.

2 MR. EISENMAN: And the others just stay as-is.

3 MR. WALKER: Just move to another position.

4 MR. EISENMAN: Blaine is Renaissance Man. Clinton is,  
5 technically, Simmons. So there is no change there. Blaine  
6 is Renaissance Man. I guess that's no change. Robert is  
7 trying DSM, so that's a change, and Christopher is DSM. So  
8 that's a no change. At this point I don't know --

9 MR. WALKER: Everything stays as it is right now.

10 MR. EISENMAN: Obviously, you know that if Robert ever  
11 does setup anything, Christopher will leave. Who knows what  
12 Christopher's story is. Who knows if he's any good.

13 MR. WALKER: I mentioned to you I offered Robert, and I  
14 don't think he heard it and stuff, but he if you were  
15 (indiscernible), that's when I felt that Robert may not be  
16 serious and stuff.

17 MR. EISENMAN: What?

18 MR. WALKER: I said, Robert and he was talking so fast.  
19 You keep saying you prefer to have something, if you go to  
20 Tyson because Tyson lost that Hispanic minority arm and let  
21 Renaissance Man become that minority arm for Tyson, I will  
22 offer Christopher a small percentage of Renaissance Man. He  
23 blew right by it. So I said he couldn't be too serious  
24 about Christopher because if Christopher wanted to make any  
25 money, he can make it right there quick as anything. I



1 said, well, he blew right by it and went back to the  
2 brokerage thing, and I was like, well, that's kind of funny  
3 there now because all you have to do since he is on the  
4 board at Tyson is talk to Tyson about Renaissance Man being  
5 their minority arm.

6 MR. EISENMAN: So, if you want to do today, you have to  
7 let Simmons know when the final day is so they can do it.

8 MR. WALKER: Let Simmons know what?

9 MR. STAPLES: (Indiscernible) you can do it December  
10 31st.

11 MR. WALKER: Okay. So, December 31st. I'll call David  
12 Jackson, and he doesn't answer the phone because he don't  
13 want to be told a lot of the stuff.

14 MR. STAPLES: Can we say five months? So twenty-four  
15 by the 15th and whatever the last day of the month is. So  
16 that's ten, two, six, two, five, every two weeks. Not every  
17 two weeks --

18 MR. EISENMAN: Twice a month. Would it be 24? Who is  
19 going to be doing it? Who's going to write checks?

20 MR. WALKER: We can get Carol to write it if you can  
21 just put it in --

22 MR. EISENMAN: Taxes don't come out because he will be  
23 a consultant. He'll just be a flat amount.

24 MR. WALKER: Flat amount.

25 MR. EISENMAN: John will pay his own -- because it will

1 be a 1099.

2 MR. STAPLES: Would that come from Simmons?

3 MR. WALKER: It will probably come from Carol.

4 MR. EISENMAN: Renaissance Man.

5 MR. WALKER: Come from Renaissance Man.

6 MR. STAPLES: Does she do direct deposit?

7 MR. WALKER: She could do direct deposit if you get her  
8 all the info. But then if she is going to do direct  
9 deposit, why don't we get Carmen to do direct deposit.

10 MR. STAPLES: Yes, Carmen can do it easy.

11 MR. WALKER: Yes, we can get Carmen to do it, and then  
12 you won't have to send it to -- it may have to come from  
13 Carol. It has to come from Carol. So Carol has to do  
14 direct deposit.

15 MR. EISENMAN: It's coming out of Renaissance Man, so.

16 MR. WALKER: Yes. So, Carol has to do it.

17 MR. EISENMAN: It is not coming out of Simmons.

18 MR. WALKER: It's not coming out of Simmons. It's  
19 coming out of Renaissance Man, so Carol will have to do it.  
20 Okay.

21 MR. EISENMAN: You can treat it as an expense of  
22 Renaissance Man.

23 MR. WALKER: Right.

24 MR. STAPLES: Yeah, we can do that. Just set it up  
25 with Katie and direct deposit it every two weeks or twice a

1 month?

2 MR. WALKER: Yes. What we could do is --

3 MR. STAPLES: She will bill it back to Renaissance Man.

4 MR. EISENMAN: The first thing we have to make sure  
5 that Simmons understands that this is a shared expense and  
6 not coming out of your pocket.

7 MR. WALKER: Yes.

8 MR. EISENMAN: If we are going to have a fight with  
9 them, then that would mean back here redoing this.

10 MR. STAPLES: That's why we might want to -- I mean, I  
11 would prefer we just direct deposit it because Simmons is  
12 doing that now. So they have the bank and it's just a lot  
13 easier.

14 MR. EISENMAN: We could be back discussing this if  
15 Simmons puts up an issue of this being a shared expense of  
16 Renaissance Man and trying to take this to Herschel, then we  
17 are going to be back and this is going to be a problem. So  
18 I just want you to know that.

19 MR. WALKER: I have to call Brooke (phonetic).

20 MR. EISENMAN: And I will see whatever forms they need.  
21 They may need a W9.

22 MR. WALKER: Okay. We can do that.

23 MR. EISENMAN: So we just need to make sure that they  
24 understand that this is a Renaissance Man expense and not a  
25 Herschel expense.

1 MR. WALKER: No, I can tell David Jackson. He will  
2 know that (indiscernible) normally don't know.

3 MR. STAPLES: So, you will send me something, Ron?

4 MR. EISENMAN: I will. I will send you something in  
5 the next day or so.

6 MR. WALKER: All right. John, thank you so much and  
7 sorry about all this, but it may be better than you think.

8 MR. STAPLES: It's a change. I appreciate the  
9 opportunity. Let's move forward. I appreciate Blair -- I  
10 think Blair, under the right direction, I think she will be  
11 an outstanding salesperson. Blair needs to learn to go on  
12 her own. She's got to get her an opportunity. I appreciate  
13 that.

14 MR. WALKER: Wait a minute. How do you sign that DSM  
15 thing over?

16 MR. EISENMAN: I'll just have to assign Kim's units to  
17 Julie, and it will be effective January 1st on that or  
18 displaying that. Whatever is still in there as of 12/31  
19 will get displayed.

20 MR. WALKER: Okay.

21 MR. STAPLES: I know I get paid one more December  
22 commission. And they will write the books up? Do you want  
23 the CPA who did the books last year to do the books this  
24 year? Kim is going to need their information.

25 MR. EISENMAN: That might make the most sense.

1 MR. STAPLES: And we might want to use the same payroll  
2 company, but that's up to you.

3 MR. EISENMAN: They'll just have to get that  
4 information to Julie, and she will reach out to them.

5 MR. WALKER: Yeah.

6 MR. STAPLES: You want to know anything about these  
7 guys before they show up?

8 MR. WALKER: No. What I'm going to ask --

9 MR. EISENMAN: It's almost 3 o'clock. Are they coming  
10 today?

11 MR. WALKER: Yeah. They are supposed to be here. Are  
12 they here? They are supposed to be here.

13 MR. STAPLES: You told me to text at 3:30.

14 MR. WALKER: I said 3:30? So they ought to be here at  
15 3:30 then.

16 MR. EISENMAN: Okay.

17 MR. WALKER: Because what I'm thinking about doing with  
18 the brokers is not just doing CatMan. I am going to do  
19 everything, but then they have to do everything. Now, they  
20 have to go out and sell, and normally, a broker for existing  
21 businesses get anywhere from 3.5 to 4 percent. Is that  
22 right?

23 MR. STAPLES: No.

24 MR. WALKER: What do they get for existing business?

25 MR. STAPLES: For cent or cents.

1 MR. WALKER: No. For existing business, what do you  
2 give them per --

3 MR. STAPLES: Total brokerage is anywhere from -- like,  
4 Tyson pays 2 percent.

5 MR. WALKER: 2 percent on total brokerage. But I'm  
6 saying on existing business -- if you bring in a new broker?

7 MR. STAPLES: The average for the process chicken is  
8 right around \$3 a pound. So basically, Tyson would pay \$.06  
9 a pound.

10 MR. WALKER: Right. \$.06 a pound. Now, I am saying 2  
11 percent. I don't mean 2 percent.

12 MR. STAPLES: You mean cents.

13 MR. WALKER: Cents, right. I'm saying cents per pound  
14 for existing business. Does Tyson not pay if you have an  
15 existing business on a broker?

16 MR. STAPLES: Tyson doesn't separate it, but that does  
17 not mean that's what you have to do.

18 MR. WALKER: Yeah, because that's what I was thinking  
19 about is separating it --

20 MR. STAPLES: So, I would give them a base. You get  
21 paid \$.03 a pound on the first 15 million pounds at  
22 year-end. If the business has grown, we will pay you \$.05 a  
23 pound on the gross pound.

24 MR. WALKER: On the gross?

25 MR. STAPLES: Right.

1 MR. WALKER: That's what I was thinking.

2 MR. STAPLES: Then we will pay you \$.05 a pound on  
3 everything else.

4 MR. WALKER: Right. On the gross pound and everything  
5 else you --

6 MR. STAPLES: So, you have to exclude the food by --

7 MR. WALKER: Right. Management.

8 MR. STAPLES: You have to exclude that because you did  
9 not do anything for that.

10 MR. WALKER: For the contract management business.

11 MR. STAPLES: That's right.

12 MR. WALKER: And Ron said 2 percent. It's 2 percent.

13 MR. STAPLES: There's a lot of math that goes into  
14 that, you know, after the fact because you don't know what  
15 your contract management business is until the contract  
16 management sends you the bill. So they don't get the  
17 contract. You see what I'm saying?

18 MR. WALKER: Right.

19 MR. STAPLES: There is math in that. In other words,  
20 we will pay you \$.03 a pound on the 15 million pounds from  
21 pound one, and that's pretty much the standard because the  
22 other business you have is significantly contract  
23 management. So we'll pay you \$.15 a pound or we will pay  
24 you \$.03 a pound on the Con (indiscernible) business. So  
25 how much is that? Well, that's \$450,000 because it's about

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1 15 hundred pounds. That is what you get from us, and  
2 because what I was going to recommend, Herschel, is for  
3 \$450,000, you might want to consider Christopher, Barbara,  
4 Blair, because collectively they do not pay \$450,000. This  
5 happens all the time in business. You tell a broker you  
6 have to employ those three people. Okay, to employ those  
7 three people, you have Blair that is making \$48,000. You  
8 have Christopher who is making 65. So that's 50. That's  
9 150. That's 115 if Blair is making 55. That's 170 and their  
10 benefits are not going to be 25 percent because Barbara does  
11 not need benefits, so. You know, you are talking about  
12 \$225,000. You take these three people. I am going to pay  
13 you 450 for doing nothing. You're only going to have an  
14 expense of 225. That is what I was going to recommend  
15 because that not only helps you, Herschel, it helps those  
16 three individuals. Barbara needs to be working representing  
17 more than Ren Man. Christopher needs to be developed.  
18 Blair needs to be developed.

19 If my consulting started today, I would strongly  
20 consider, and I know that they would be willing to consider  
21 that. John Goodman's group would be willing to consider  
22 that. Look, I'm going to give you \$450,000. It's actually  
23 going to be much more than that because they will grow the  
24 business. So you're probably talking about 600-, \$700,000.  
25 So y'all would be willing to take these three people, that

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1 washes your hands of those people.

2 MR. EISENMAN: Are those folks national?

3 MR. WALKER: No.

4 MR. STAPLES: John Goodman's group is -- now, they have  
5 a national arm through a third party. In other words, this  
6 is a regional broker. They call it "sales one." These  
7 regional brokers recognize that I have to have national  
8 coverage so they form alliances. So this alliance is a  
9 sales one alliance.

10 The other consulting I would give you, Herschel, is  
11 that I understand what you mean about feet on the ground,  
12 but feet on the ground gets very expensive. You don't need  
13 feet on the ground to be doing anything other than attending  
14 food shows of which they all attend every month because they  
15 represent 25 other manufacturers. So they are going to have  
16 a booth. John Goodman's company is. This company most  
17 likely will be. You also don't need employees in all these  
18 markets, and I talked to Jeff Pierce (phonetic) about this  
19 on Friday. He called me on Friday. He says he doesn't get  
20 any complaints about DSM and their responsiveness. They are  
21 very responsive. The concern is, okay, I need somebody to  
22 take this sample to this operator in Seattle, Washington.  
23 Well, the dilemma we have with DSM is we don't want to fly  
24 somebody up there to deliver but either of these brokers.  
25 If you want a sample taken to that restaurant, they take the

1 sample because they are going into the restaurant already  
2 because they represent 20 other manufacturers.

3 I would strongly -- I get it about when Robert kept  
4 talking about John Goodman and all this stuff, and I'm like,  
5 well, if he don't want to be with us, I can't -- you know,  
6 this is just. He can't meet with us until January. So it  
7 really is not at the top of his list. But he could do it  
8 and there are other brokers that could do it. What these  
9 guys are going to have to convince you of is, okay, I get it  
10 that you got it covered in the sound booth. They got it  
11 covered in the southeast, but what I will ask them a lot of  
12 questions about -- and I will do it if you want me to -- is  
13 tell me how this sales one thing works because I would  
14 strongly consider whoever you hire, they need to take  
15 Barbara and Blair and Christopher. Barbara needs to be  
16 working for a bigger organization. One that represents --  
17 because Barbara is fantastic in front of customers, but  
18 Barbara needs to be developed. Renaissance Man may want to  
19 Barbara. I'm not saying that. Barbara does not need to be  
20 at DSM. She either needs to go to big broker or Renaissance  
21 Man needs to figure out a way to put her in front of your  
22 big-time customers. Barbara could help you and Sysco and  
23 (indiscernible). She could help you in contract, but  
24 Barbara needs to be developed and led. Blair is a  
25 salesperson. Blair wants to travel. Blair likes making

1 cold calls. Blair likes talking. Blair knows people at  
2 Walmart that could help. Again, Christopher is used to  
3 setting up the food shows, attending the food shows. He's a  
4 hard-worker in that he'll do the dirty work. He was a  
5 trained -- he's not lazy but he is not -- like I mentioned  
6 to you, if you want to become a leader, Christopher, you  
7 have to set an example. He currently does not set an  
8 example. I don't know what else you guys want.

9 MR. WALKER: Thank you.

10 MR. STAPLES: So you will try to reach out to Simmons  
11 and see if they can make the direct deposit in the same  
12 account that they've been making. Because it's an Arkansas  
13 account that I will keep if they would just pay me and not  
14 withhold anything. It's all in, and Herschel, I will shake  
15 your hand and let the rest go.

16 MR. WALKER: You are still family to me. You are still  
17 family to me.

18 MR. STAPLES: I will get two more autographs off of  
19 you. I do appreciate it. I'm not selling them.

20 (Whereupon the audio concluded)  
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C E R T I F I C A T E

STATE OF GEORGIA

COUNTY OF DEKALB

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Certified Court Reporter, 2660

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## TRANSCRIPT OF AUDIO RECORDING

1

Transcript of audio recorded meeting with Mr. Herschel Walker,  
Mr. Ron Eisenman and Mr. John Staples on December 27th, 2018.

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MR. WALKER: One of the things I want to talk about, John, more than anything is I spoke to Robert a couple of times, and I have agonized over this for a long time for the last couple of weeks is how we get ourselves back on track. Then I came to the point that if we could or if we ever could get back on track because I'm not sure just where we come in. I think now we have come to the point that I think it may be time for us to change. It may be time for us to part ways. I'm not sure if Renaissance Man is still what you like, which is sad to me because I thought we had such a great run. We had a great, great run. I think we had so much potential. I think with this broker thing and everything that has come up, and now I'm not sure if Renaissance Man is still the focus point that I think it should be. Now, I just think we have come to the point that it is time for Renaissance Man to keep going on, and we figure out a way we can still coexist and get things done. One of the things I thought about is -- you've done so many great things for Renaissance Man that I would love to do like a year's pay. Like a consultant year's pay for you so that you can focus on all that stuff Robert was talking about with you with the brokerage and -- I forgot some of the names. Bud Taylor, and I think the other guy, and you can put those things together that you-all were talking about doing, and you can come back to me then, but I think

it may be time to part because I think trust is so important and I think that is where -- you know, I keep hearing that word, and it is sad to me because you've done a lot of good things for Renaissance Man.

MR. STAPLES: Okay. I guess I need further -- I don't know what was said. Well, I don't know if, to be honest with you, Herschel, if what I say today matters to you. I would hope that it would. Robert doesn't speak for me. David Jackson doesn't speak for me. The last several months have been very stressful, and it seems to be, like we mentioned when Kim and I came here a couple of weeks ago -- and a few weeks ago, there seems to be a lack of trust on us. I guess I could understand it, but it shouldn't-- we have never done anything distrustful. I have never taken a dime. We have never hidden anything from anyone. Others have been distrustful. I mean, we have had conversations, Ron. But then it really started, Herschel, when you started texting me about having the financial records from Hearty Bake (phonetic) and that they had been paying someone at DSM. I knew that never happened. I wish instead of texting back and forth we just could have -- that never happened. Whoever told you those things, they're lying. Blair, and of course that -- I made a mistake with DSM from day one by trusting others, and you've always been a good partner with me, Herschel. You have always been good to me. You know,

Robert talks to me every day, and some things I agree with and some things I don't. He gives me good advice. The bottom line Herschel is if I've asked for something you, for the most part, have gone along with it. It's when I started asking for things for other people that this got out of hand. The DSM thing, I think, Ron, you may have even said it. It's a cancer. I agree with that.

MR. EISENMAN: Well, it's a collection of things and Herschel wanted to handle this, but I think some of it is also I think you lost focus on Renaissance Man. It became very important for you to have a place for Kim and a place for Blair.

MR. STAPLES: I disagree with that wholeheartedly. I never lost focus of Renaissance Man.

MR. EISENMAN: But if the guy who owns the company --

MR. STAPLES: That never happened.

MR. EISENMAN: The guy that owns the company thinks that it became more important to -- and again, this is just one of the things, but to Herschel, it felt -- and if I am wrong, Herschel, tell me but -- felt that it became more about DSM and having something for Kim -- because it's not the money. I mean, I told you many times. Herschel has told you. We viewed the money that Kim made as being part of your salary --

MR. STAPLES: It should be. It should be.

1	MR. EISENMAN: But having Kim and Blair in the company	1	heads-up because you were meeting the next day. The fact of
2	became -- there was just a --	2	the matter is I learned nothing. I wanted to try to put
3	MR. STAPLES: It's Herschel's company. You know, it's	3	Renaissance Man in a better position. I did not understand
4	disappointing. It's disappointing to me, Herschel, because	4	-- he is asking you all these questions about me, and they
5	I always felt like, first of all, the focus has always been	5	range from asking you about Kathy's Komer (phonetic)
6	on Renaissance Man. Something that concerns me is you do	6	(indiscernible) to expense reports. I just never understood
7	not have an advocate like me. I'd certainly be willing -- I	7	that. I've never stolen a dime on expense reports. Never
8	came in here with a suggestion to take a different role.	8	would think about it. I guess what pains me is that I
9	There is nothing in the works with Bud Taylor. There is	9	believe with a hundred percent certainty that I'm the best
10	nothing in the works with Robert, and I can look you in the	10	thing -- I'm not talking about you. It's your company, but
11	eye man-to-man. There is nothing in the works. You know,	11	I'm the best thing going for Renaissance Man, and I wanted
12	Robert talks a lot about this could happen and that could	12	to continue the track -- the role I take, the position I
13	happen. I would like this, Christopher. Okay, that's fine,	13	take, that is all irrelevant. I mean, I had a
14	but nothing is in the works. I don't even see that	14	recommendation as to how to handle that.
15	happening to be honest with you. To me, the best scenario	15	MR. WALKER: You have and this is what I told -- I'm
16	is the one, the showing up at 2 o'clock unless they are not	16	not sure I told. I said I have learned so much from John
17	coming.	17	when we first started like with the brokers and how the
18	MR. WALKER: No, they're coming.	18	brokers work and how you do the brokers, and I said when we
19	MR. STAPLES: I mean, it is your company. I never lost	19	got into the broker thing, everything that you were teaching
20	focus of Renaissance Man. That's been my focus. You know,	20	me went away from what I thought we were supposed to be
21	I think that sometimes I get put in a position like the	21	doing. That's why I said I'm not sure what was happening
22	other day when David Jackson asked to speak to me and the	22	and maybe it put a lot of pressure on you to try to do both
23	truth always sets you free and I know what the truth is. I	23	things. I can understand that. It put a lot of pressure on
24	was going into Simmons for a (indiscernible). He's there.	24	you to try to do DSM and Renaissance Man because then you
25	I thought maybe I could learn something to give you a	25	are trying to make sure this one is done right and this over
1	here is done right, and it may have put a lot of pressure on	1	shared it with others. It was very strategic what I do with
2	you. That's where I may have saw and felt that Renaissance	2	Renaissance Man. So Herschel, it's like I keep trying and
3	Man is losing its general manager now because the focus now	3	maybe I don't communicate as well, but you're exactly right,
4	is going somewhere else. That's not from David Jackson or	4	when I came on board with Renaissance Man, I saw no value in
5	Randy or any of these people, but it was just from what --	5	a program. I saw no value, and I got rid of all of them
6	and, you know, whenever we had meetings, I would say let's	6	because they weren't doing anything, and part of that was
7	do this here, let's do this, and I think that's it. So that	7	because they were not being paid anything. So I get rid of
8	is the reason I say I wanted to give you time with, like,	8	all of them without even notifying Cisco. Kristy and Kathy
9	being a consultant to me in a sense. Then thinking clearly,	9	found out about it because Seattle was complaining, and I
10	just what you want to do. That's the reason I said not to	10	sold her on it. She was in a position of authority. I
11	let you lose yourself. Just be a consultant and figure out	11	said, look Kristin, I hired somebody here to do what the
12	and see what you want to do because I said you've done --	12	brokers are supposed to do, which that was not true. We
13	we've grown Renaissance Man. You have been a big part in	13	already had Clint on board, but then when we got the award.
14	growing Renaissance Man. I think Renaissance Man has so	14	It wasn't any preplanning on my part. I had no idea they
15	much potential out there, and that's why I'm like, guys, we	15	were going to align us with a national broker. I said, I'm
16	almost have to strike when the iron is hot and it is hot	16	not sure I want that model. I'm not sure I want that. I'm
17	right now because we have another bid coming up in another	17	not sure we need that. I had no idea it would become what
18	year. There is another bid coming up in another year. So	18	it became, and in fairness to you, I came to you, and I
19	that is what is so crazy about this whole thing.	19	said, look, I would like an opportunity (brief skip in
20	MR. STAPLES: Yeah, I know you have been searching	20	audio) wanting to go out and learn just the best potential
21	Herschel, and you know it is what it is. I can tell you	21	of anybody on your team. She really does. Kim never wanted
22	with a hundred percent certainty my focus has never left	22	the role that I put her in. She does not want that role.
23	Renaissance Man. We talked a lot, Ron, every meeting we	23	Kim wants to be creative. Kim could be very good at
24	had, and he said you have this stuff in your head but you	24	marketing.
25	don't share it with others. Well, you know, I think I have	25	Kim could be very good -- Kim looks good. She does

1	well with the books. She is paying bills. She is doing	1	for Kim. I would like an opportunity for Blair. You said
2	those things, but I too, Ron, felt like, collectively, Kim	2	fine. You didn't even tell me -- and I go and I find a
3	and I are receiving \$325,000 a year. That is what we are	3	retail broker Bit and Bill (phonetic), and I knew a little
4	receiving collectively, and I think, collectively, we have	4	bit about, and then they got this Gary Brown thing who used
5	more than earned that amount of compensation. I never asked	5	to work for OK Foods, and he is now available because Brooks
6	for more, but I think, collectively, that's a hell of a	6	Food Group is out of business. So there's four of them and
7	deal. I do think that. But Kim's part of that is \$85,000,	7	one for me. I remember when we would go to the meeting, and
8	but the role that Kim plays, the role that Kim wants to	8	I did not want to be involved in it, Herschel, because I
9	play, it is not an \$85,000 role. Barbara Humphry, I found	9	felt like they would be a conflict of interest. So we go to
10	her. I said, you know, for a larger company, if we get to	10	the meeting and there is five people sitting at the table,
11	the point that somebody can develop her and somebody can --	11	and they hand me the initial documents, and they said we
12	there is something there especially for a minority business	12	would like 5 percent each, which would then leave you with 8
13	enterprise. There is something there. But is she -- I	13	percent. Four times five. It's 24 of them. I said,
14	don't know if I am making any sense.	14	huh-uh. There is five of us. Everybody gets a 20 percent
15	I want to remain as a consultant. I don't need another	15	because 20 percent of something is better than a hundred
16	year to decide what I want to do. What I want to do,	16	percent of nothing, and there was nothing. From day one I
17	Herschel, is -- I thought about this a lot coming up here.	17	said, guys, you have to grow this. It's got to be
18	Several years ago, Herschel, you gave me the biggest	18	legitimate. It's got to be more than Renaissance Man.
19	compliment that I have received in business in my career.	19	That's what I promised Herschel. That's what we owe it to,
20	You said something to the effect of you trust me like a	20	but I'm going to stay away from it. Of course, they did
21	brother. At the end of the day that was a heck of a	21	nothing. That all ended when Gary Brown dog-curses [sic] my
22	compliment coming from Herschel Walker and the amount of	22	daughter with my wife in the next office. He had done
23	respect I have for you. I will own my mistakes, okay. I	23	nothing. So I am like I got to get out of this. This is
24	will own my mistakes. My mistake started because when I	24	ridiculous.
25	first asked you about DSM I said I would like an opportunity	25	Randy Sanders, he was my broker at Tyson. He had been
1	retired. He said his noncompete had ended. Hey, Randy, you	1	trust him about purchasing his 40 percent to create
2	want to take this? He took it. My mistake there. I own	2	something for Kristin. I said, Robert -- when this all came
3	it. We weren't involved. We did not keep the books. We	3	to light, I said, Robert, you are not purchasing anything
4	did not see how the money was being spent because again,	4	from Randy Sanders (phonetic). Oh, I'll do it. I'll do it.
5	Herschel, I thought it would be a conflict of interest. I	5	I said, no, you're not. So then Randy Sanders gets mad at
6	don't want to look at it -- I don't want to be involved.	6	me. Sends a lawyer. I'm not a lawyer. He sends me this
7	Randy, you need to run this thing and Herschel. It's when I	7	stuff like they're going to do this, that, and the other. I
8	finally put the foot down with Randy, he quit. I put the	8	had no right. Okay, whatever. Then Randy Sanders gets mad.
9	foot down. I said this new award is for the process base.	9	I'm not making excuses. Hell, I own this stuff. I made
10	Your plan is not going to work. The intent of this was not	10	mistakes. It's been a cancer from day one. I appreciate
11	to create a bunch of extra money for me or for you or for	11	that. But my focus has been Ren. Man, from day one. It's
12	Ren. Man. You've got to hire more people. Randy says,	12	been stressful, Herschel, because I can't rely on anybody
13	huh-uh. I think Christopher can handle the new CatMan	13	other than myself. That's the bottom line. You said that
14	(phonetic) board. I would like Marvin (phonetic) and all	14	to me a number of times. I don't have a second-in-command.
15	these other people to do these other things. I'm telling	15	I never have had one. As much as I've tried to be
16	you the facts, Herschel. Well, I'm not going to do that.	16	optimistic and develop and to get that second-in-command, to
17	Yes, you are. Yes, you are. Well, you don't own the	17	get that somebody that I do not have to tell every single
18	company. I said, no, I don't, but Kim does. Well, she's	18	day -- I talk to our people every single day, and most days
19	not here. Okay, then she'll send you an email, which she	19	it's repetitive. It's the same daggum thing. So whether
20	did. It was the Friday before Labor Day weekend. The	20	I'm a consultant, whether I'm -- I don't care what the title
21	Monday after Labor Day she does not call or whatever. He	21	is. I think you do need -- and if it's Julie, whoever it
22	sends me an email: I resign. Now, what he was resigning	22	is, somebody -- our people need, maybe, a little harder
23	from was his salary, but he still felt he owned 40 percent	23	hand. I don't know if any of this is making any sense, but
24	of something. He owns 40 percent of nothing. Robert had	24	I don't need to think about what I want to do. I appreciate
25	talked to him in the past because Robert thought he could	25	that opportunity. What I would like to do is what I am



1	doing. If that is in a different role, that's fine if you	1	Herschel. I don't care what my title is.
2	are wanting a divorce. I'm not wanting a divorce, but you	2	MR. WALKER: Yes.
3	know, it's your company.	3	MR. STAPLES: I think I know what Renaissance Man
4	MR. WALKER: Well, that's the reason I said do a	4	needs. If you can forget about what I did, we are in a
5	consultant. You help us to determine just what direction we	5	different place with respect to brokers. We are in a
6	are going in, and maybe it could give us time to think about	6	different place. If you would just trust me. We are in a
7	it and give you time to think about all this because I said	7	different place than we were when we got the first CatMan
8	-- and one of the things I think I told someone -- I said,	8	award, which I never expected the brokerage to become what
9	guys, no matter what, Renaissance Man is still going. This	9	it's become. I never intended for the brokerage to be a
10	is a company that is running, and we are waiting to hear	10	profit center for me or for anybody else. If you look back
11	from this person and waiting to hear from that person. I'm	11	at history, that's why I put the brakes on Randy Sanders.
12	like, well, what are we doing with Renaissance Man. It's	12	That's why, Ron, I mentioned it to you several times this
13	still running.	13	year, there is too much brokerage coming in, and we need to
14	MR. STAPLES: I understand that, but the other thing,	14	make changes. We've done the things, Herschel, that I hoped
15	Herschel, is I don't take vacations. I haven't been waiting	15	we would do. The strategy for this year was to become a
16	to hear from nobody.	16	UniPro corporate-approved supplier. We are that. Remember
17	MR. WALKER: All right.	17	Mark Hayes (phonetic)? That was one of their big things
18	MR. STAPLES: Now, I have people that they are still	18	they were going to do for us, but they wanted more to help
19	waiting today doing nothing.	19	us do that. They didn't know enough about us. They weren't
20	MR. WALKER: Right.	20	willing to make that call on our behalf. Well, we did that
21	MR. STAPLES: Okay, but Blair ain't one of them. She's	21	without them. We are a UniPro corporate-approved supplier.
22	working. I haven't been waiting on anybody to do anything.	22	We are going to the UniPro conference in a few months.
23	I can promise you that. I wake up every day thinking about	23	They've got members all across this country. We are a U.S.
24	Renaissance Man. I wake up every day, that is my soul and	24	Foods corporate-approved supplier. One of the issues they
25	the idea -- I would still do this in a consulting role,	25	have with us, one of the issues they said to us why they
1	weren't going to include us in the bid upcoming is that you	1	the product through. That's what a big broker does. That's
2	do not have coverage. You do not have representation. So	2	what a big broker does. In other words, big broker, I could
3	in other words, they are not buying into our model. They	3	hand them all these lists we get now from Sysco and all
4	are not buying into the model, but we are a U.S. Foods	4	these operators. Big broker -- you know, here you go big
5	corporate-approved supplier. We are a PFG	5	broker. You need to reach out to these operators. Oh, by
6	corporate-approved supplier. They have members all across	6	the way, they are already calling all these operators. Oh,
7	the country. What I've learned about that is getting slots,	7	by the way -- because they are selling 15 other items. Oh,
8	Herschel. Getting slots is not difficult. It's difficult	8	by the way, they are already there. They are already aware
9	for our people because I can assure you there has not been	9	of them. So, now I take my chicken. If you believe what
10	one negotiation whether it's PFG, Hale, whether it's PFG,	10	I'm saying, which I'm telling you whether it's right or
11	Lester, whether it's PFG, Jackson, Mississippi. There is	11	wrong or indifferent, the idea for DSM is no different than
12	not one piece of new business that anybody other than me has	12	what I was going to recommend today, if you want to take a
13	negotiated, and you don't want nobody other than me	13	few more -- the idea was, provide the support necessary for
14	negotiating it. They miss things. I look at every bill	14	CatMan, which we've done that. I still say that we've done
15	from a vendor. I look at every bill from Foodbuy. I look	15	that, but now CatMan has evolved. You've got one more year.
16	at every -- I have other people that is supposed to be doing	16	We have to grow it. We have to get a base of business with
17	that, and it is not because they are not hard workers. They	17	all these other distributors. You have to have that. It
18	miss things. It's a complicated business, but back to what	18	feels like I've been chasing -- I don't know what I've been
19	the strategy was. We now should be selling our products	19	chasing. It's just been this cloud for months, and to be
20	across the country. Getting the products into distribution,	20	honest with you, I didn't know where it was coming from
21	that's not a big deal. Our issue from day one has been,	21	because I know I had not done anything. The mistake I made,
22	what do you with it after they are in distribution. We	22	Kim is my rock, okay. Kim aggravates me sometimes when it
23	don't have any assistance from PFG, Lester. We had a little	23	comes to DSM. She won't let me look in the daggum books.
24	bit with Christopher. We had a little bit with Barbara, but	24	She doesn't let me get involved. It frustrates the heck out
25	they do not know end users. They don't have anybody to pull	25	of me. I can understand how it may frustrate Julie. I

1	understand that. So putting the two of them together, that	1	we lost, and I am, like, guys, why don't we call those
2	did not work out. I love Kim and you love Julie. I think	2	people and just see what do we do because I always wondered
3	they're both fine women, okay. But putting the two of them	3	we had lost almost 1,500 cases. I said, we never even
4	together, that did not work out, and it caused me a bunch of	4	called and said are we doing something wrong. What do we
5	crap. It caused me a bunch of stress. I mean, I don't	5	do. Why are we not here, and I think we lost to Purdue.
6	know. It hasn't distracted me. My focus has remained on	6	That's why I was totally just lost. I said, John taught me
7	Renaissance Man. The issue has been, Herschel, and not	7	that is what we are supposed to do. Have a buyer there.
8	against our people, but having a team to run the play.	8	Have someone going to see that person. Right now, food
9	MR. WALKER: I think that's one of the things, and I	9	shows are not what they used to be because they do not do
10	think I mentioned this a long time ago, and maybe I didn't	10	food shows that much anymore. Everything is totally changed
11	ask the question right when I said, let's put the people	11	from what they used to do, but having people in the face of
12	where they are being (indiscernible), and I said let's keep	12	the people, I always thought was the way we used to do it.
13	everybody but let's go get people to do the fieldwork, but	13	MR. STAPLES: I think that's right.
14	maybe we have our people to overlook them and teach them how	14	MR. WALKER: So let me ask you something because, like
15	to look at numbers or teach them how to work with the	15	I said, I thought about, and Ron said it too -- because like
16	(indiscernible), and it is sort of like what I was saying	16	I said, you have done a lot for this company. I told you
17	wasn't being heard. I said, you taught me, and I remember	17	this is very difficult when I was thinking of this, and I
18	when Bill (phonetic) and Jeryl (phonetic) when I wasn't	18	told you I will fire my (indiscernible) because they are
19	there, you said, the reason you guys can't do this over here	19	material. They are not food people. They don't know
20	is you don't have bodies over there. You don't have bodies	20	anything about food, but I said you are. You've been there.
21	there, so you are not going to get that account. Well,	21	We have worked this here, and that's the reason I said, I'm
22	that's what I was saying. I'm not going to get that account	22	not going to take any of your salary away. I am going to
23	because I do not have people there or I said that list, and	23	give you your salary and you be consultant and then you
24	I was looking at it yesterday. All the customers we lost	24	figure out -- like with DSM, we give up DSM. We have to
25	and the people, and it had all the numbers right there why	25	turn DSM over. Like I said, we started DSM, but we keep
1	people -- almost what I am talking about -- where people are	1	MR. STAPLES: I feel that same way.
2	overlooking brokers. Like this company, they are coming	2	MR. WALKER: And that is what I'm saying. I'm trying
3	today because I talked to them for a little bit, and I have	3	to do business with you, and if you are just saying, put me
4	talked to some other people for a little bit and stuff and	4	over here, I don't need you either. That's why I said I'm
5	trying to figure out who could do the selling. I told	5	going to people that want to go out and do it because
6	someone, I said, guys, for me getting a national brokerage	6	sometimes people get fat and happy and they do not want to
7	may still not be a way for me because national program	7	work. Well, I want people that's hungry. That's what I
8	already has a food chain company. So they still are not	8	tell people. You have to be hungry, then you have to go out
9	going to look at Renaissance Man. They never looked at me	9	and do it. That's what I said I am looking for now. People
10	before, but these little jokers here will look at me because	10	that are hungry that want to go and do it. I talked to Gary
11	they are a little hungrier and today --	11	Collins (phonetic) out in California. The funniest thing
12	MR. STAPLES: But Core (phonetic) might. Now, who is	12	about Gary Collins is every time I've called somebody at
13	John Goodman (phonetic)?	13	Sysco about Gary Collins, if I mention Gary Collins, they
14	MR. WALKER: John Goodman. Now, doesn't he have a	14	go, oh, God. It's like what is he doing up there to make
15	chicken company?	15	everybody mad. I don't know what he is doing up there, but
16	MR. STAPLES: (Inaudible response)	16	then the homeboy went and brought, and I even mentioned it
17	MR. WALKER: See, that is somebody who may look at me,	17	to you. I said, let's not get him pissed off. He brought a
18	but see, this is what got me with Core because Robert said	18	10 million --
19	-- and this is Robert. I can tell you what Robert said.	19	MR. STAPLES: But understand, he's done that before and
20	Robert said, John Goodman said come see me at the beginning	20	nothing ever came of it.
21	of the year. I'm like, dude, I'm a business. I remember	21	MR. WALKER: Now see, that's something I never knew. I
22	telling someone else you may be a big elephant there, but	22	have never known that.
23	I'm the big elephant for me. So if you do not want me, I do	23	MR. STAPLES: He's a nice guy, but he's done nothing.
24	not need you. That's what I'm saying. If you don't have	24	MR. WALKER: But see, that's what I'm saying. I never
25	time to see me --	25	knew it, but I just said if something comes of that and it

1	simply may not, but see, still, I'm not saying we keep Gary	1	MR. STAPLES: Do you see how that causes -- I can deal
2	Collins because no one out there really likes Gary Collins.	2	with the stress, but don't you see how -- I mean, he's
3	So I've been talking to people up there, but every time I	3	talking to me like -- he's putting me in some situations
4	mention CPR or whatever is his company, they go, oh, God.	4	that he wants this, this, this, and this done, and then he
5	That's the first thing they say, oh, God, and I am like,	5	won't look you in the eye and tell you those things. That's
6	what is he doing that pisses everybody off. Then my next	6	kind of the gist of the deal. You know, well, how is this
7	thing was Gary Collins has Soel (phonetic). Soel is in	7	and how is that. I'm like, why are you asking me. This
8	direct competition to what I do. They are in direct	8	happens throughout the course of the year. The only thing I
9	competition of selling that -- my thing is I don't know what	9	try to tell Gary Collins or David Jackson, you are putting
10	they pay Gary Collins. That's beside the point, but that's	10	your people -- because I get asked a lot of questions by
11	the reason I came to this decision. I'm like, guys,	11	Carmen Seal (phonetic) about the people. That's why you put
12	Renaissance Man has got to go. We can't stay where we have	12	your people in this position. Why don't you meet with your
13	been at because we have to go. It has nothing to do with	13	people. If you have these issues, why don't you direct them
14	David Jackson. My meeting with David Jackson -- this is the	14	to Herschel face to face. That was that whole deal and I
15	honest truth, I'm going to tell you -- it came down to what	15	get it. I did not go in and blow up a meeting with David
16	does he want. He really did not want anything.	16	Jackson. Whether anybody wants to believe it or not, the
17	MR. EISENMAN: He didn't want anything.	17	truth of the matter is Herschel, as I'm walking out of his
18	MR. WALKER: He really did not want anything.	18	office on Monday -- first of all, I did not learn anything.
19	MR. EISENMAN: The same message that Gary Murphy had	19	So there was no earth-shattering news to get to you. I did
20	said.	20	not even learn what my options were with respect to the
21	MR. WALKER: What's weird about him. I've called him	21	insurance other than (skip in audio).
22	more, but I have called him since he is left here, and I	22	MR. WALKER: -- start at the low end.
23	have not talked to him yet. I've called David Jackson five	23	MR. STAPLES: If you wanted me to negotiate -- I don't
24	times. He texted me back once and said that they were busy	24	know what you wanted me to do.
25	doing something --	25	MR. WALKER: To be honest, I don't even know what I

1	want you to do. I think this is new for all of us right	1	If you want something better, I want you to do it because
2	now. I think one of the things that --	2	that's what you do with a company. I don't want to hold
3	MR. STAPLES: If you want me to do something for 15	3	anyone to a company. If you have something better, do that.
4	hours a week, what am I going to do the other 45 hours a	4	I want you to do that.
5	week or whatever?	5	MR. STAPLES: I feel like I've done a hell of a job
6	MR. WALKER: I think being a consultant, and what I was	6	this year.
7	looking at 100 percent being a consultant, is right now, I'm	7	MR. WALKER: You've done a great job every year.
8	not sure what I want you to do, but I know one of the things	8	You've done a good job. I think this year has been a tough
9	is when it comes to certain things, I may have to call you	9	year. I think that DSM -- Gary Collins. Whatever that Gary
10	and ask you about something. How do you do this or who are	10	guy's name is. Gary Brown and Randy Sanders and DSM, I
11	you talking to here and what are you doing right here. To	11	think it tainted our relationship and what we were focusing
12	be honest, this is a new territory for me as well. It's a	12	on.
13	totally new territory for me, but I know that as much as you	13	MR. STAPLES: It definitely did.
14	have done for Renaissance Man, I don't want to do that	14	MR. WALKER: I think that tainted our relationship.
15	severance thing that somebody was telling me about. That's	15	MR. STAPLES: Whatever that is. I don't know. If
16	not even fair to do severance. I don't know how they told	16	that's my decision, Herschel, then I own that. I do
17	me that. I said I'm willing for it to be like this here	17	consider you to be a friend and a good man, and what you
18	because I said, I don't want to do a two months' severance	18	stand for and all that is legitimate. That's not made up.
19	and all of that. I want to do this, and if I need him for	19	MR. EISENMAN: And you have a lot of institutional
20	something, I know John will help me with it, and then at the	20	knowledge. You're the one who knows everything about what's
21	turn of the year, we may go back and do another year.	21	been going on. There is no one else in the company that
22	It's a new order. We may even just do the business all	22	knows --
23	over. This was a chance for me to feel, like I said, we can	23	MR. STAPLES: This year was a good year, and I was
24	get back on page like we were before, and I thought, if you	24	going to ask for a 5 percent. So it is not even halfway
25	wanted to do something over there, do it. I'm all for you.	25	between my ask and your ask, but a 5 percent over what I

1	made this past year is two fifty-two. Would you consider	1	rather a two-year deal, but would you meet me between my
2	that one-year deal to do my job and make it a hell of a year	2	asking of two seventy-five and two forty? Would you meet me
3	for you? You pay half of my --	3	at two fifty-two? That's 5 percent above what I earned in
4	MR. EISENMAN: In essence, the last was two forty plus	4	2017.
5	half of the Cobra up to \$1,000.	5	MR. EISENMAN: But when you throw in Cobra, you're
6	MR. STAPLES: Right.	6	probably going to be close to two fifty-two.
7	MR. EISENMAN: That's --	7	MR. STAPLES: Ron, I had my insurance pay for me
8	MR. STAPLES: What I am asking him for is 5 percent.	8	wholeheartedly this year.
9	This is taking Kim out. Last year, I made two forty. You	9	MR. EISENMAN: I understand.
10	paid all of my benefits. There's a 5-percent match on the	10	MR. STAPLES: I have benefits. So if this is about me,
11	Simmons benefit program that I'm losing on the 401(k). Do	11	I performed well in 2017.
12	you want to put some more teeth in the deal? Will you	12	MR. WALKER: Now, what are we going to close in at the
13	consider that, Herschel?	13	end of the year?
14	MR. WALKER: 2018? What is this? 2018?	14	MR. STAPLES: About 2.75 million in profit is my
15	MR. STAPLES: 2018.	15	estimation.
16	MR. WALKER: Wait. Two thousand who?	16	MR. WALKER: Well, not profit. See, I think, that may
17	MR. EISENMAN: This is 2018. So, 2017.	17	have slurred a lot of the things is profit. It's pounds.
18	MR. WALKER: So you're talking about during the	18	What are we closing in at pounds this year?
19	consultant time. it would become a good year?	19	MR. STAPLES: Pounds are --
20	MR. STAPLES: I'm talking about I felt like we finished	20	MR. WALKER: And CatMan is closing in at what? 14
21	a good year.	21	million pounds?
22	MR. WALKER: Oh, this year.	22	MR. STAPLES: In 11 months, the pounds are 17.3
23	MR. STAPLES: I feel like not knowing this was going	23	million.
24	on, I was going to ask -- I was ready to talk to you about	24	MR. WALKER: That's overall?
25	DSM, but I was not ready to take that much of a hit. I'd	25	MR. STAPLES: That's a total.

1	MR. WALKER: What is the CatMan?	1	MR. EISENMAN: If you get another job, I mean, then
2	MR. STAPLES: CatMan is going to be around 14 in total.	2	Herschel is paying you --
3	So at the end of the year, you are going to be around 19 and	3	MR. STAPLES: What other type of job am I getting?
4	a half. Depending on what December is. CatMan is going to	4	MR. EISENMAN: I have no idea. I have no idea.
5	be 14 of that. If you want to put a few more teeth in it	5	MR. WALKER: That's a football contract you just wrote
6	and if you would consider that, Herschel, I would appreciate	6	up.
7	it.	7	MR. STAPLES: How about this, Herschel, how about I ask
8	MR. WALKER: Two fifty?	8	for two seventy-five. You came back with two forty and half
9	MR. STAPLES: Two fifty-two. That's a 5-percent	9	of Cobra. Why don't you meet me halfway and that's all in.
10	increase over two, four.	10	I pay for Cobra.
11	MR. WALKER: And you paid the whole Cobra?	11	MR. STAPLES: At two fifty?
12	MR. STAPLES: Well, that takes away -- right now, I'm	12	MR. STAPLES: Whatever halfway between -- that would be
13	not paying anything for Cobra. I'm not paying anything. I	13	two fifty-seven five. I'm all in.
14	guess what I'm asking for -- I don't feel like I should take	14	MR. WALKER: Two fifty-seven five?
15	a haircut. I don't feel like I should --	15	MR. EISENMAN: Well, we started at two and now we are
16	MR. EISENMAN: At the end of the day, we don't even	16	at two seventy-five. So two forty --
17	know how much the work is going to require, if it's going to	17	MR. STAPLES: You were willing to pay me a thousand
18	be a full-time basis or part-time basis. We have no way of	18	dollars plus two forty. That is two fifty-two. I'm asking
19	saying. Maybe almost full-time at the beginning and then	19	for another three, four, five hundred dollars.
20	dwindle down. We don't know. We don't know. I know you	20	MR. EISENMAN: We started at two. You had two
21	want a lot down, but Herschel doesn't know what is going to	21	seventy-five. So half of that would be two thirty-seven.
22	be involved.	22	We've already gone above that because it is two forty plus
23	MR. WALKER: What it entails. What are you entailing	23	--
24	to do?	24	MR. STAPLES: Ron, I started at what I was earning.
25	MR. STAPLES: I will do whatever.	25	I'm earning two forty. That's what I'm earning. You don't

1	want to add the two together. That's what I'm earning. If	1	MR. STAPLES: They pay you after you earn the money.
2	you want to throw the Cobra thing out, that's two fifty-two	2	So you tell them my last day is January 31st and then --
3	up to a thousand dollars, right? Would you agree with that?	3	MR. WALKER: And then we will give you the two
4	How about two fifty-five, and we're all in, and I have no	4	fifty-five at the end --
5	idea what Cobra costs. What insurance costs. We don't have	5	MR. EISENMAN: There will probably be 1/2 until 12/31,
6	any other insurance, but if you are willing to go two	6	I would think.
7	fifty-five all in --	7	MR. WALKER: 1/1 until 12/31. That's fine. However
8	MR. WALKER: I will tell you what, be a consultant and	8	you want to do the date.
9	whatever we need you to do, and we will do it -- I don't	9	MR. EISENMAN: Or we can do 12/27 until 12/27.
10	know how we will pay it, but you can't say anything bad	10	MR. WALKER: That's fine. However you want to do it.
11	about Renaissance Man.	11	How will you pay? Bi-weekly? How will you pay that? How
12	MR. STAPLES: I'm not going to say anything bad about	12	does he get paid?
13	it.	13	MR. EISENMAN: This would come from Renaissance Man.
14	MR. WALKER: Help us within whatever we are going to	14	So it would be monthly.
15	ask. I will go for two fifty-five, Ron. What do you think?	15	MR. WALKER: Monthly.
16	We will go with two fifty-five, and he is going to help us	16	MR. EISENMAN: It would be a monthly thing. So you
17	with whatever we are going to need for the year. So it will	17	would get a check from Simmons for December and then the end
18	be -- what is the date? December 27th until December 2018	18	of January --
19	-- December 27th, 2018. I don't know what that entails, and	19	MR. WALKER: Why can't you do it like we do, two week?
20	I have not even thought about this here. I have not even	20	You get paid every two weeks, don't you? Why can't we do it
21	put that in my head yet about all of what it is going to	21	like that? I'm asking you. I don't know.
22	entail.	22	MR. EISENMAN: You can do whatever you want.
23	MR. EISENMAN: He's probably already getting paid from	23	MR. STAPLES: I currently get paid every two weeks --
24	Simmons. I don't know how they would work that so I don't	24	no, I get paid every week.
25	know if you are willing to --	25	MR. EISENMAN: Through Simmons.

1	MR. WALKER: You can do every two weeks, quarterly, or	1	MR. WALKER: The broker. The brokerage account.
2	every month or however.	2	MR. EISENMAN: Right.
3	MR. EISENMAN: You can't do quarterly.	3	MR. WALKER: And we pay the employees.
4	MR. WALKER: Okay. We can't do quarterly, okay.	4	MR. EISENMAN: Instead of telling Sysco and Simmons
5	However you would like to get paid. Every two weeks?	5	that they get five different brokers. There is one broker
6	MR. STAPLES: I would like to ask my accountant because	6	which I'm assuming isn't anything other than DSM. I assume
7	I don't know what the answer to that is.	7	you're going to want John's participation in that.
8	MR. WALKER: You might want to talk to us about that.	8	MR. WALKER: Yes. You know, I was talking about
9	MR. EISENMAN: If we do every week, that becomes very	9	setting that up. We need to talk about that. So what about
10	burdensome. You probably want to do, like I get it, the	10	that? What did we just agree on? Two fifty-two?
11	15th and the 30th or something.	11	MR. STAPLES: Two fifty-five. Two fifty-five. All in.
12	MR. STAPLES: Typically, you do it after the work. So	12	MR. WALKER: All in. Two fifty-five. All right. All
13	it's either every two weeks or every month. I made one at	13	in two fifty-five.
14	the end of every month. They'll get it to me by the end of	14	John, this is hard. This has been so hard because you
15	the month, if that's okay?	15	know this business way better than I do and stuff and that's
16	MR. WALKER: We can do that.	16	what's so difficult for me.
17	MR. STAPLES: So, Blair keeps her role.	17	MR. STAPLES: I mean, I understand what you're saying,
18	MR. WALKER: Now, one of the things --	18	but it does not have to be difficult. We can move forward,
19	MR. STAPLES: She has to perform. I understand that,	19	and we can get back to -- it has been a stressful year. I
20	but if she's not performing then this --	20	made some mistakes.
21	MR. WALKER: And you can sign DSM over to Julie?	21	MR. WALKER: Yeah, I made a bunch.
22	MR. EISENMAN: You're going to have brokers on there.	22	MR. STAPLES: I suspect if we have success this year,
23	It's just going to be the name on the Sysco because Julie	23	you will want me next year, and quite frankly, part of the
24	will own. It's just the Sysco brokers. I assume most of	24	relief for me is that everybody on both payrolls is either a
25	the money is going to go to the brokers.	25	friend of mine or family. They have kind of grown



<p>1 accustomed -- they need new leadership. When I sent you the</p> <p>2 strengths and weaknesses of everybody, I mean, I do not have</p> <p>3 the patience to train. I need you to see for yourself what</p> <p>4 everybody's strengths and weaknesses are. I certainly, once</p> <p>5 we get beyond that, have some ideas as to what I would do.</p> <p>6 MR. WALKER: And that is one of the things because like</p> <p>7 I said, I am thinking about hiring a business guy that is</p> <p>8 going to do that. That can overlook everybody and see what</p> <p>9 they are wanting to do, but I do not want to give them jobs</p> <p>10 that they are not accustomed to doing. That's why I say</p> <p>11 what are their strengths and weaknesses and put them where</p> <p>12 they can succeed at. That is where I want to put them, is</p> <p>13 where they can succeed.</p> <p>14 MR. STAPLES: Part of the problem is that they are</p> <p>15 accustomed to working for big corporations and it's hard,</p> <p>16 and for me, it took me a couple of years to realize that I'm</p> <p>17 not working for a big corporation. With big corporations,</p> <p>18 there is always somebody to do the little things. You don't</p> <p>19 have to worry about the little things. In this company,</p> <p>20 just like I tell Blaine, and I am repetitive, you know, if</p> <p>21 you are not looking at it, it's not being looked at. If</p> <p>22 you're not auditing the billback, they are going to be</p> <p>23 inspecting, and part of my frustration is I find mistakes</p> <p>24 month after month after month, and it's obvious that people</p> <p>25 aren't --</p>	<p>1 MR. WALKER: As concerned.</p> <p>2 MR. STAPLES: Well, I don't know if they're not</p> <p>3 concerned. It's just that in Clint's case I don't know that</p> <p>4 after all this year -- I mean, Clint is an HR guy. Clint is</p> <p>5 a Clients HR guy. He's a great relationship. Everybody</p> <p>6 likes him. He's good to have out in front. You know,</p> <p>7 customers like him, but in terms of analyzing the billbacks,</p> <p>8 that is not Clint.</p> <p>9 MR. WALKER: Right.</p> <p>10 MR. STAPLES: Blaine should be able to -- Blaine</p> <p>11 understands the industry to a certain extent. He is not a</p> <p>12 numbers guy. He does not understand how to make money. He</p> <p>13 doesn't understand all the different hands in the pot.</p> <p>14 Blaine is good with products. He is good at understanding</p> <p>15 especially pork. He spent a lot of time in the pork</p> <p>16 business, but Blaine needs daily motivation. Blaine does</p> <p>17 not want to travel. When he does travel, he likes to travel</p> <p>18 the morning of and fly home the night of. You know, his</p> <p>19 wife has health issues. Blaine has health issues. I</p> <p>20 understand that, but to your point -- you know, I've been</p> <p>21 struggling with that for two years, that Blaine is not, in</p> <p>22 fairness to you, you need a go-getter as your</p> <p>23 (indiscernible). You need somebody that's willing to and</p> <p>24 able to travel all week if necessary. You need somebody</p> <p>25 looking for different avenues. I have always felt like my</p>
<p>1 job was to set it up, which I've set up a number of things</p> <p>2 for a number of people whether it's because they are not</p> <p>3 motivated to do it or they do not know how to do it. We</p> <p>4 haven't hit a lot of -- we don't have a lot of hits unless I</p> <p>5 hit. I don't mean that -- it's like it's hard for me to</p> <p>6 talk about people, but I think we have good people. I think</p> <p>7 I just sent an email to you, Herschel. We all have good</p> <p>8 character. We all have good people. They are all good</p> <p>9 people.</p> <p>10 MR. WALKER: Right.</p> <p>11 MR. STAPLES: But for various reasons, you do not have</p> <p>12 a lot to show for it other than what I've negotiated. Can</p> <p>13 somebody else manage them better, lead them better? I don't</p> <p>14 know. I guess we will see.</p> <p>15 MR. WALKER: Who would be the most difficult person to</p> <p>16 manage, you feel?</p> <p>17 MR. STAPLES: It will probably be Blaine because he so</p> <p>18 set in his ways. Blaine is a lot like Peyton (phonetic) in</p> <p>19 that they both know the industry a lot. They know the</p> <p>20 industry a lot. They know people and people like them. The</p> <p>21 difference between Blaine and Peyton is, Peyton is willing</p> <p>22 to drive every day of the week. He likes traveling. He</p> <p>23 doesn't have children. He's able to get out and hobnob and</p> <p>24 do all of that. Blaine is not that way. He does not like</p> <p>25 to hobnob. He's not as good with the customers, but Blaine</p>	<p>1 understands the industry, but it's been difficult to</p> <p>2 motivate Blaine to go out and create something.</p> <p>3 Herschel, I believe I was told a long time ago, you</p> <p>4 make yourself indispensable, and I appreciate that we have a</p> <p>5 friendship-thing of that nature, but I also think I've made</p> <p>6 myself somewhat indispensable. I think Ren Man needs me in</p> <p>7 some role moving forward. Regardless of who you have at Ren</p> <p>8 Man. I don't know if anybody else has made themselves</p> <p>9 indispensable.</p> <p>10 Christopher is hard to manage. I like Christopher. He</p> <p>11 is responsive. I have not been able to train Christopher,</p> <p>12 but it's like the sales meeting we had in Florida that year,</p> <p>13 Christopher was late every day. It's not that I did not</p> <p>14 speak to him. I spoke to him every night. Chris, you can't</p> <p>15 be late tomorrow. The next day he was late. He skipped the</p> <p>16 first dinner. I didn't think he was asleep anymore. I woke</p> <p>17 him up. Christopher, it's a team event. You need to be</p> <p>18 here. So he came late. I will be glad to share that with</p> <p>19 about any of our people. You definitely need -- Blaine is</p> <p>20 comfortable. He doesn't like managing others. He doesn't</p> <p>21 like having difficult conversations with others. Okay,</p> <p>22 well, in that role you have to have difficult conversations.</p> <p>23 I appreciate the fact that, you know, you said this is</p> <p>24 difficult for you. Whatever this is. It's a different</p> <p>25 arrangement, and I appreciate the opportunity. I think we</p>

1	can make this work. I suspect if we have a successful year	1	to Julie.
2	we will make something work next year.	2	MR. STAPLES: You have to put some teeth in the
3	MR. EISENMAN: It also depends on -- we have no way of	3	protein, in that, if it's not something that you currently
4	knowing what's going to happen with Robert or if someone	4	carry, I would like there to be some kind of consideration.
5	else is going to approach you, and you will want to deal	5	We can talk about that, if somebody is selling entrée
6	with them. We just have no way of knowing. We have no way	6	noodles, ground beef or something I don't know. I don't
7	of knowing that this could start, and you could be working	7	even know who that would be.
8	essentially full time at the start. I guess I'll have to	8	MR. EISENMAN: So you can't sell any or no product that
9	pick some kind of something to put in as guidelines for	9	competes with Renaissance Man. No creating anything from
10	hours, but that doesn't mean that --	10	DSM or Renaissance Man. Kim and Julie will settle out 2017
11	MR. WALKER: No, you don't because then we have John	11	on DSM. Whatever the final profit is, they'll split per the
12	Chico (phonetic) right now.	12	agreement, and again, Kim will not work for DSM after that.
13	MR. STAPLES: I don't care how you do it. It's still a	13	Blair will continue but obviously has to do the work with
14	trusting thing.	14	full commitment. Whoever is running DSM has to -- if she
15	MR. WALKER: No, it is.	15	does her job fine. No reason to make a change.
16	MR. STAPLES: You have to trust me, guys. It's a	16	MR. WALKER: But DSM wants to send Gary Collins that
17	different arrangement, but if I look you in the eye and say,	17	30-day thing. It is a Gary Collins?
18	you know, I'm committed, and the other side of that is, if	18	MR. EISENMAN: Gary Collins is in California.
19	I'm not, then you have me for a year, and I'm not real	19	MR. WALKER: CPR. So, I want to send in his
20	smart, but it is not in my DNA that if we have an	20	(indiscernible). So we will figure out when we want to do
21	arrangement, even if I have something else, it's not in my	21	that. But DSM has sent -- I don't send it through.
22	DNA not to give you what you need.	22	MR. EISENMAN: Gary Collins deals with the DSM, I
23	MR. EISENMAN: So, basically, it's a one-year, two	23	assume, or is it Renaissance Man?
24	fifty-five all in. We will have the usual nondisparagement.	24	MR. STAPLES: No, it's with DSM. I mean, I would
25	No "this is your exclusive protein." Kim will turn over DSM	25	recommend to Julie that she send him his 30-day termination

1	notification.	1	said, well, he blew right by it and went back to the
2	MR. EISENMAN: And the others just stay as-is.	2	brokerage thing, and I was like, well, that's kind of funny
3	MR. WALKER: Just move to another position.	3	there now because all you have to do since he is on the
4	MR. EISENMAN: Blaine is Renaissance Man. Clinton is,	4	board at Tyson is talk to Tyson about Renaissance Man being
5	technically, Simmons. So there is no change there. Blaine	5	their minority arm.
6	is Renaissance Man. I guess that's no change. Robert is	6	MR. EISENMAN: So, if you want to do today, you have to
7	trying DSM, so that's a change, and Christopher is DSM. So	7	let Simmons know when the final day is so they can do it.
8	that's a no change. At this point I don't know --	8	MR. WALKER: Let Simmons know what?
9	MR. WALKER: Everything stays as it is right now.	9	MR. STAPLES: (Indiscernible) you can do it December
10	MR. EISENMAN: Obviously, you know that if Robert ever	10	31st.
11	does setup anything, Christopher will leave. Who knows what	11	MR. WALKER: Okay. So, December 31st. I'll call David
12	Christopher's story is. Who knows if he's any good.	12	Jackson, and he doesn't answer the phone because he don't
13	MR. WALKER: I mentioned to you I offered Robert, and I	13	want to be told a lot of the stuff.
14	don't think he heard it and stuff, but he if you were	14	MR. STAPLES: Can we say five months? So twenty-four
15	(indiscernible), that's when I felt that Robert may not be	15	by the 15th and whatever the last day of the month is. So
16	serious and stuff.	16	that's ten, two, six, two, five, every two weeks. Not every
17	MR. EISENMAN: What?	17	two weeks --
18	MR. WALKER: I said, Robert and he was talking so fast.	18	MR. EISENMAN: Twice a month. Would it be 24? Who is
19	You keep saying you prefer to have something, if you go to	19	going to be doing it? Who's going to write checks?
20	Tyson because Tyson lost that Hispanic minority arm and let	20	MR. WALKER: We can get Carol to write it if you can
21	Renaissance Man become that minority arm for Tyson, I will	21	just put it in --
22	offer Christopher a small percentage of Renaissance Man. He	22	MR. EISENMAN: Taxes don't come out because he will be
23	blew right by it. So I said he couldn't be too serious	23	a consultant. He'll just be a flat amount.
24	about Christopher because if Christopher wanted to make any	24	MR. WALKER: Flat amount.
25	money, he can make it right there quick as anything. I	25	MR. EISENMAN: John will pay his own -- because it will

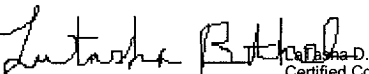
1	be a 1099.	1	month?
2	MR. STAPLES: Would that come from Simmons?	2	MR. WALKER: Yes. What we could do is --
3	MR. WALKER: It will probably come from Carol.	3	MR. STAPLES: She will bill it back to Renaissance Man.
4	MR. EISENMAN: Renaissance Man.	4	MR. EISENMAN: The first thing we have to make sure
5	MR. WALKER: Come from Renaissance Man.	5	that Simmons understands that this is a shared expense and
6	MR. STAPLES: Does she do direct deposit?	6	not coming out of your pocket.
7	MR. WALKER: She could do direct deposit if you get her	7	MR. WALKER: Yes.
8	all the info. But then if she is going to do direct	8	MR. EISENMAN: If we are going to have a fight with
9	deposit, why don't we get Carmen to do direct deposit.	9	them, then that would mean back here redoing this.
10	MR. STAPLES: Yes, Carmen can do it easy.	10	MR. STAPLES: That's why we might want to -- I mean, I
11	MR. WALKER: Yes, we can get Carmen to do it, and then	11	would prefer we just direct deposit it because Simmons is
12	you won't have to send it to -- it may have to come from	12	doing that now. So they have the bank and it's just a lot
13	Carol. It has to come from Carol. So Carol has to do	13	easier.
14	direct deposit.	14	MR. EISENMAN: We could be back discussing this if
15	MR. EISENMAN: It's coming out of Renaissance Man, so.	15	Simmons puts up an issue of this being a shared expense of
16	MR. WALKER: Yes. So, Carol has to do it.	16	Renaissance Man and trying to take this to Herschel, then we
17	MR. EISENMAN: It is not coming out of Simmons.	17	are going to be back and this is going to be a problem. So
18	MR. WALKER: It's not coming out of Simmons. It's	18	I just want you to know that.
19	coming out of Renaissance Man, so Carol will have to do it.	19	MR. WALKER: I have to call Brooke (phonetic).
20	Okay.	20	MR. EISENMAN: And I will see whatever forms they need.
21	MR. EISENMAN: You can treat it as an expense of	21	They may need a W9.
22	Renaissance Man.	22	MR. WALKER: Okay. We can do that.
23	MR. WALKER: Right.	23	MR. EISENMAN: So we just need to make sure that they
24	MR. STAPLES: Yeah, we can do that. Just set it up	24	understand that this is a Renaissance Man expense and not a
25	with Katie and direct deposit it every two weeks or twice a	25	Herschel expense.

1	MR. WALKER: No, I can tell David Jackson. He will	1	MR. STAPLES: And we might want to use the same payroll
2	know that (indiscernible) normally don't know.	2	company, but that's up to you.
3	MR. STAPLES: So, you will send me something, Ron?	3	MR. EISENMAN: They'll just have to get that
4	MR. EISENMAN: I will. I will send you something in	4	information to Julie, and she will reach out to them.
5	the next day or so.	5	MR. WALKER: Yeah.
6	MR. WALKER: All right. John, thank you so much and	6	MR. STAPLES: You want to know anything about these
7	sorry about all this, but it may be better than you think.	7	guys before they show up?
8	MR. STAPLES: It's a change. I appreciate the	8	MR. WALKER: No. What I'm going to ask --
9	opportunity. Let's move forward. I appreciate Blair -- I	9	MR. EISENMAN: It's almost 3 o'clock. Are they coming
10	think Blair, under the right direction, I think she will be	10	today?
11	an outstanding salesperson. Blair needs to learn to go on	11	MR. WALKER: Yeah. They are supposed to be here. Are
12	her own. She's got to get her an opportunity. I appreciate	12	they here? They are supposed to be here.
13	that.	13	MR. STAPLES: You told me to text at 3:30.
14	MR. WALKER: Wait a minute. How do you sign that DSM	14	MR. WALKER: I said 3:30? So they ought to be here at
15	thing over?	15	3:30 then.
16	MR. EISENMAN: I'll just have to assign Kim's units to	16	MR. EISENMAN: Okay.
17	Julie, and it will be effective January 1st on that or	17	MR. WALKER: Because what I'm thinking about doing with
18	displaying that. Whatever is still in there as of 12/31	18	the brokers is not just doing CatMan. I am going to do
19	will get displayed.	19	everything, but then they have to do everything. Now, they
20	MR. WALKER: Okay.	20	have to go out and sell, and normally, a broker for existing
21	MR. STAPLES: I know I get paid one more December	21	businesses get anywhere from 3.5 to 4 percent. Is that
22	commission. And they will write the books up? Do you want	22	right?
23	the CPA who did the books last year to do the books this	23	MR. STAPLES: No.
24	year? Kim is going to need their information.	24	MR. WALKER: What do they get for existing business?
25	MR. EISENMAN: That might make the most sense.	25	MR. STAPLES: For cent or cents.



1	MR. WALKER: No. For existing business, what do you	1	MR. WALKER: That's what I was thinking.
2	give them per --	2	MR. STAPLES: Then we will pay you \$.05 a pound on
3	MR. STAPLES: Total brokerage is anywhere from -- like,	3	everything else.
4	Tyson pays 2 percent.	4	MR. WALKER: Right. On the gross pound and everything
5	MR. WALKER: 2 percent on total brokerage. But I'm	5	else you --
6	saying on existing business -- if you bring in a new broker?	6	MR. STAPLES: So, you have to exclude the food by --
7	MR. STAPLES: The average for the process chicken is	7	MR. WALKER: Right. Management.
8	right around \$3 a pound. So basically, Tyson would pay \$.06	8	MR. STAPLES: You have to exclude that because you did
9	a pound.	9	not do anything for that.
10	MR. WALKER: Right. \$.06 a pound. Now, I am saying 2	10	MR. WALKER: For the contract management business.
11	percent. I don't mean 2 percent.	11	MR. STAPLES: That's right.
12	MR. STAPLES: You mean cents.	12	MR. WALKER: And Ron said 2 percent. It's 2 percent.
13	MR. WALKER: Cents, right. I'm saying cents per pound	13	MR. STAPLES: There's a lot of math that goes into
14	for existing business. Does Tyson not pay if you have an	14	that, you know, after the fact because you don't know what
15	existing business on a broker?	15	your contract management business is until the contract
16	MR. STAPLES: Tyson doesn't separate it, but that does	16	management sends you the bill. So they don't get the
17	not mean that's what you have to do.	17	contract. You see what I'm saying?
18	MR. WALKER: Yeah, because that's what I was thinking	18	MR. WALKER: Right.
19	about is separating it --	19	MR. STAPLES: There is math in that. In other words,
20	MR. STAPLES: So, I would give them a base. You get	20	we will pay you \$.03 a pound on the 15 million pounds from
21	paid \$.03 a pound on the first 15 million pounds at	21	pound one, and that's pretty much the standard because the
22	year-end. If the business has grown, we will pay you \$.05 a	22	other business you have is significantly contract
23	pound on the gross pound.	23	management. So we'll pay you \$.15 a pound or we will pay
24	MR. WALKER: On the gross?	24	you \$.03 a pound on the Con (indiscernible) business. So
25	MR. STAPLES: Right.	25	how much is that? Well, that's \$450,000 because it's about
1	15 hundred pounds. That is what you get from us, and	1	washes your hands of those people.
2	because what I was going to recommend, Herschel, is for	2	MR. EISENMAN: Are those folks national?
3	\$450,000, you might want to consider Christopher, Barbara,	3	MR. WALKER: No.
4	Blair, because collectively they do not pay \$450,000. This	4	MR. STAPLES: John Goodman's group is -- now, they have
5	happens all the time in business. You tell a broker you	5	a national arm through a third party. In other words, this
6	have to employ those three people. Okay, to employ those	6	is a regional broker. They call it "sales one." These
7	three people, you have Blair that is making \$48,000. You	7	regional brokers recognize that I have to have national
8	have Christopher who is making 65. So that's 50. That's	8	coverage so they form alliances. So this alliance is a
9	150. That's 115 if Blair is making 55. That's 170 and their	9	sales one alliance.
10	benefits are not going to be 25 percent because Barbara does	10	The other consulting I would give you, Herschel, is
11	not need benefits, so. You know, you are talking about	11	that I understand what you mean about feet on the ground,
12	\$225,000. You take these three people. I am going to pay	12	but feet on the ground gets very expensive. You don't need
13	you 450 for doing nothing. You're only going to have an	13	feet on the ground to be doing anything other than attending
14	expense of 225. That is what I was going to recommend	14	food shows of which they all attend every month because they
15	because that not only helps you, Herschel, it helps those	15	represent 25 other manufacturers. So they are going to have
16	three individuals. Barbara needs to be working representing	16	a booth. John Goodman's company is. This company most
17	more than Ren Man. Christopher needs to be developed.	17	likely will be. You also don't need employees in all these
18	Blair needs to be developed.	18	markets, and I talked to Jeff Pierce (phonetic) about this
19	If my consulting started today, I would strongly	19	on Friday. He called me on Friday. He says he doesn't get
20	consider, and I know that they would be willing to consider	20	any complaints about DSM and their responsiveness. They are
21	that. John Goodman's group would be willing to consider	21	very responsive. The concern is, okay, I need somebody to
22	that. Look, I'm going to give you \$450,000. It's actually	22	take this sample to this operator in Seattle, Washington.
23	going to be much more than that because they will grow the	23	Well, the dilemma we have with DSM is we don't want to fly
24	business. So you're probably talking about 600-, \$700,000.	24	somebody up there to deliver but either of these brokers.
25	So y'all would be willing to take these three people, that	25	If you want a sample taken to that restaurant, they take the

<p>1 sample because they are going into the restaurant already</p> <p>2 because they represent 20 other manufacturers.</p> <p>3 I would strongly -- I get it about when Robert kept</p> <p>4 talking about John Goodman and all this stuff, and I'm like,</p> <p>5 well, if he don't want to be with us, I can't -- you know,</p> <p>6 this is just. He can't meet with us until January. So it</p> <p>7 really is not at the top of his list. But he could do it</p> <p>8 and there are other brokers that could do it. What these</p> <p>9 guys are going to have to convince you of is, okay, I get it</p> <p>10 that you got it covered in the sound booth. They got it</p> <p>11 covered in the southeast, but what I will ask them a lot of</p> <p>12 questions about -- and I will do it if you want me to -- is</p> <p>13 tell me how this sales one thing works because I would</p> <p>14 strongly consider whoever you hire, they need to take</p> <p>15 Barbara and Blair and Christopher. Barbara needs to be</p> <p>16 working for a bigger organization. One that represents --</p> <p>17 because Barbara is fantastic in front of customers, but</p> <p>18 Barbara needs to be developed. Renaissance Man may want to</p> <p>19 Barbara. I'm not saying that. Barbara does not need to be</p> <p>20 at DSM. She either needs to go to big broker or Renaissance</p> <p>21 Man needs to figure out a way to put her in front of your</p> <p>22 big-time customers. Barbara could help you and Sysco and</p> <p>23 (indiscernible). She could help you in contract, but</p> <p>24 Barbara needs to be developed and led. Blair is a</p> <p>25 salesperson. Blair wants to travel. Blair likes making</p>	<p>1 cold calls. Blair likes talking. Blair knows people at</p> <p>2 Walmart that could help. Again, Christopher is used to</p> <p>3 setting up the food shows, attending the food shows. He's a</p> <p>4 hard-worker in that he'll do the dirty work. He was a</p> <p>5 trained -- he's not lazy but he is not -- like I mentioned</p> <p>6 to you, if you want to become a leader, Christopher, you</p> <p>7 have to set an example. He currently does not set an</p> <p>8 example. I don't know what else you guys want.</p> <p>9 MR. WALKER: Thank you.</p> <p>10 MR. STAPLES: So you will try to reach out to Simmons</p> <p>11 and see if they can make the direct deposit in the same</p> <p>12 account that they've been making. Because it's an Arkansas</p> <p>13 account that I will keep if they would just pay me and not</p> <p>14 withhold anything. It's all in, and Herschel, I will shake</p> <p>15 your hand and let the rest go.</p> <p>16 MR. WALKER: You are still family to me. You are still</p> <p>17 family to me.</p> <p>18 MR. STAPLES: I will get two more autographs off of</p> <p>19 you. I do appreciate it. I'm not selling them.</p> <p>20 (Whereupon the audio concluded)</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p>
<p>1 <u>C E R T I F I C A T E</u></p> <p>2</p> <p>3 STATE OF GEORGIA</p> <p>4 COUNTY OF DEKALB</p> <p>5</p> <p>6 I, LATASHA BETHEL, HEREBY CERTIFY THAT THE FOREGOING</p> <p>7 TRANSCRIPT WAS TRANSCRIBED BY ME AS STATED IN THE CAPTION, AND</p> <p>8 THE COLLOQUIES, QUESTIONS AND ANSWERS WERE REDUCED TO PRINT BY</p> <p>9 ME; THAT THE FOREGOING PAGES REPRESENT A TRUE, COMPLETE RECORD OF</p> <p>10 THE AUDIO GIVEN TO ME BY MR. WALKER; THAT IN ACCORDANCE WITH</p> <p>11 O.C.G.A 9-11-28(a), I AM NOT A RELATIVE, EMPLOYEE, ATTORNEY, OR</p> <p>12 COUNSEL OF ANY PARTY, I WAS NOT PRESENT WHEN SAID ACTION OCCURED;</p> <p>13 NOR AM I FINANCIALLY INTERESTED IN THE ACTION AND HAVE</p> <p>14 TRANSCRIBED THE AUDIO TO THE BEST OF MY SKILL AND ABILITY.</p> <p>15 THE ABOVE CERTIFICATION IS EXPRESSLY WITHDRAWN AND DENIED</p> <p>16 UPON THE DISASSEMBLY AND/OR PHOTOCOPYING OF THE FOREGOING</p> <p>17 TRANSCRIPT OR ANY PART THEREOF, UNLESS SAID DISASSEMBLY AND/OR</p> <p>18 PHOTOCOPYING IS DONE UNDER THE AUSPICES OF THE UNDERSIGNED AND</p> <p>19 THE SIGNATURE AND ORIGINAL SEAL ATTACHED</p> <p>20 THERETO.</p> <p>21 THIS, THE 16TH DAY OF FEBRUARY, 2018</p> <p>22</p> <p>23 </p> <p>24 Latasha D. Bethel</p> <p>25 Certified Court Reporter, 2660</p>	

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**Re: Hartybake and RMFS**

**John Staples** <john.staples@simfoods.com>  
09/21/2015 at 10:43 PM

**From:** John Staples <john.staples@simfoods.com>  
**Sent:** 09/21/2015 at 10:43 PM  
**To:** Kane M. Kulas <kane.kulas@Hartybake.onmicrosoft.com>  
**Cc:** Randy Sanders <randys@thedsmsales.net>, Mike Gerhard <mike.gerhard@hartybake.com>, Andreas Zeissner <andreas.zeissner@hartybake.com>

Good morning Kane.

In short, "YES"!

Randy & I believe that DSM is a perfect fit for Hartybake and that we can form the partnership quickly. He & I spoke about your company on Friday and then again this morning.

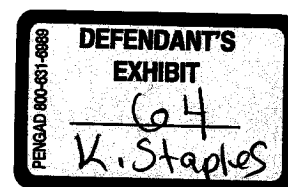
Are you available to meet with us Thursday afternoon at 2:00 in Birmingham? That's really the only chance for us to meet with you over the next 2 weeks and we'd like to start the representation effective 10/1. If we can agree on retainer of \$3,500/month for initial 6 months, we will put together a plan that I'm sure you will be pleased with. The retainer will also cover the design work associated with the retail brand for RMFS since Randy can get it done "in house".

The Delta meeting went well and presents opportunities for baked goods. Additionally, Sysco's Diversity Supplier Showcase has been rescheduled for 11/13 and we would love to show your products.

Thanks.

Sent from my iPhone

On Sep 21, 2015, at 9:28 AM, Kane M. Kulas <kane.kulas@Hartybake.onmicrosoft.com> wrote:



John, Randy,

We are definitely interested and again believe there is great benefit in working together.

Based on your email I would like to schedule a time to meet in Birmingham or Atlanta, to iron out the details. Either area is of course acceptable, I mentioned Atlanta so Randy could see the facility and know what he is working with along with meeting the Hartybake team.

If you or Randy could provide a couple of dates for a meeting, I will get with Mike and firm up a date and time. Would not be bad to meet at Jim and Nick's and then the hotel lobby right behind it.

Hartybake is not a large company but we are fully capable of handling the needs of any customers. As you saw we have great manufacturing, flexibility and R&D that can devote great resources to any type project with the opportunity for growth. We are willing to work with RMFS and Diversified Sales and Marketing on the retainer piece. This is unusual but definitely see the value in the unique opportunities RMFS and DSM bring to the table. HB realizes there are expenses associated with pioneering a line, lines, or a company of products. I know the number that was discussed during our meeting was \$4-5,000.00 a month to get us started immediately. Is this number negotiable to \$3-\$3500.00 a month? Like you, we operate on a tight budget and plan to grow with your help. Our goal is for our products, programs and new business to quickly generate enough revenue to quickly pass that number and generate more than enough brokerage that the retainer will not be an issue. Again I only ask that you consider this figure as we are anxious to get past this piece and move on to developing sales for both our businesses.

We are anxious to begin the development of branded items under Herschel's Momma's Cooking or any brand that makes the best sense for RMFS and HB. We will definitely require your guidance and direction with both the design of the packaging and the products. HB does not have a marketing person on staff so will have to rely on outside resources to work with us to develop the packaging and design. This would of course be after we determine what items we intend to develop and brand.

I believe all of this can get started very quickly and move forward in a positive manner quite fast.

We hope that you and Kym enjoyed the product we sent home with you. They really are delicious especially if you have a sweet tooth.

I am anxious to hear how well your meeting with Delta went on Thursday afternoon. HB could certainly produce almost any bread type item they require and we are very close. Would be great if that could be a good fit.

Look forward to hearing back from you and we are ready to move forward.

Thanks,

Kane Kulas – Director of Sales

Hartybake – Baking with Heart

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www.hartybake.com

**From:** John Staples [mailto:john.staples@simfoods.com]

**Sent:** Friday, September 18, 2015 12:11 PM

**To:** Kane M. Kulas <kane.kulas@Hartybake.onmicrosoft.com>

**Cc:** Mike Gerhard <mike.gerhard@hartybake.com>; Andreas Zeissner <andreas.zeissner@hartybake.com>; Dan Laurie <dan.laurie@hartybake.com>; Randy Sanders <randys@thedsmsales.net>

**Subject:** Re: Hartybake and RMFS

Thanks to everyone for taking the time to meet with Kym & I yesterday. We believe that a partnership between HB & DSM/RMFS would be beneficial for all involved.

I spoke with Randy this morning and here are our proposed "next steps" .....

1. Kane & Randy meet soon (Birmingham) to discuss "specifics" of DSM beginning immediate representation of HB. As we discussed yesterday, we believe a \$5,000/month retainer is a good place to start. DSM would then begin to "learn your capabilities" and begin presenting your products in all customer forums/meetings/conferences.

2. RMFS & HB begin a joint partnership to develop a retail brand and applicable retail products. This partnership will include shared cost responsibilities but will not require compensation to RMFS or "margin discussion" until brand/logo/products/strategy is

completed.

If either/both are agreeable to HB, let's meet again soon to iron out the details.

Have a great weekend!

On Fri, Sep 18, 2015 at 10:02 AM, Kane M. Kulas  
<kane.kulas@hartybake.onmicrosoft.com> wrote:

John,

It was a pleasure seeing you and Kim yesterday and thank you for the time to discuss the many opportunities for our companies to work together.

Hartybake is interested in working with RMFS to develop the product and whichever brand RMFS considers our best opportunity for success. There were several discussed and we will need to focus on one and determine the product(s) we will move forward with together. Who would be the point person HB would work with from RMFS to develop these items?

As for representation, HB is again very interested in moving forward with the next phase of our working together selling product through RMFS utilizing your contacts, relationships, and as we called it yesterday....leverage. We recognize the benefits RMFS has to offer and the opportunity to open doors quickly for both companies to start realizing sales.

John,

HB is a great company as I believe you and Kim both viewed yesterday from a "total package" stand point. We are the type of company that can and has a strong desire to meet the needs of RMFS and your customers. I do know there is a next steps meeting or conversation that needs to take place for us to move forward following our very positive meeting.

Definitely need your direction on how we would proceed from here both from a product/brand development standpoint and also RMFS representing HB.

We touched on existing business that Diversified Sales and Marketing currently represents. We would like to continue discussions on this business also if it is an area we can produce and sell product through your resources. In speaking with Randy before I started at HB there was a definite interest in at least one large volume bread or roll item and also a biscuit. What I don't have are the details needed to evaluate the product and opportunity. In our discussion yesterday I am sure you understood that even if HB is not currently able to produce the item we are very willing to evaluate the product and opportunity to do so, i.e. Biscuits.

It's going to be an exciting weekend of football and THE TIDE will be tested! I am glad we are playing our first SEC opponent at home and will be looking for a Big W!

ROLL TIDE!!!!

Kane Kulas – Director of Sales

Hartybake – Baking with Heart

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*Trees grow slowly, think before you print this email.*

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**From:** Kym Staples <[kyms@dsmsalesmarketing.com](mailto:kyms@dsmsalesmarketing.com)>  
**Date:** Tuesday, November 14, 2017 at 10:58 AM  
**To:** Blaine Walker <[bw@renmanfoods.com](mailto:bw@renmanfoods.com)>  
**Subject:** RE: Need Answers - Input needed

Blaine,

You're going to hate me but I honestly have no answer for these questions. I can tell you what was clicking a year ago but have no idea what's not working now other than ZERO response from the OPCO after they settled into CATMAN. Not even from the President, VP or Director at the top. It's almost as if they have been directed not to respond to us.

*Thank you,*

*Kym Staples*

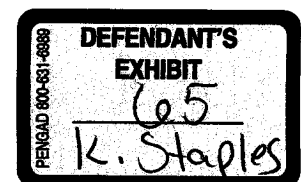
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(479) 409-0175 (cell)

**From:** Blaine Walker [<mailto:bw@renmanfoods.com>]  
**Sent:** Tuesday, November 7, 2017 5:43 PM  
**To:** 'John Staples' <[jstaples@simfoods.com](mailto:jstaples@simfoods.com)>; Blair Staples <[BlairS@dsmsalesmarketing.com](mailto:BlairS@dsmsalesmarketing.com)>; 'Jennifer Dawson' <[jd@renmanfoods.com](mailto:jd@renmanfoods.com)>; 'Clinton Sledge' <[cs@renmanfoods.com](mailto:cs@renmanfoods.com)>; 'Gary Collins' <[garycollins101@hotmail.com](mailto:garycollins101@hotmail.com)>; Barbara Humphreys <[barbaraH@dsmsalesmarketing.com](mailto:barbaraH@dsmsalesmarketing.com)>; Kym Staples <[kyms@dsmsalesmarketing.com](mailto:kyms@dsmsalesmarketing.com)>; Christopher Thurber <[christopherT@dsmsalesmarketing.com](mailto:christopherT@dsmsalesmarketing.com)>  
**Subject:** Need Answers - Input needed

Herschel, John and myself have a quarterly business review with Sysco Corporate on November 15<sup>th</sup>. Part of the review give us an opportunity for feedback from YOU! I have attached the slide that we will present to Sysco during our review. What I need from you is information pertaining to the questions on the presentation. I.E. What's working? What's Not? What can we improve on? Ect. We need to also include success stories and any obstacles you may have.

Please take time this week and send me some feedback pertaining to YOU and your area. Please send me your information by end of the day this coming Friday.

Blaine Walker  
Vice President, Sales



Renaissance Man Food Service  
615-604-3295

